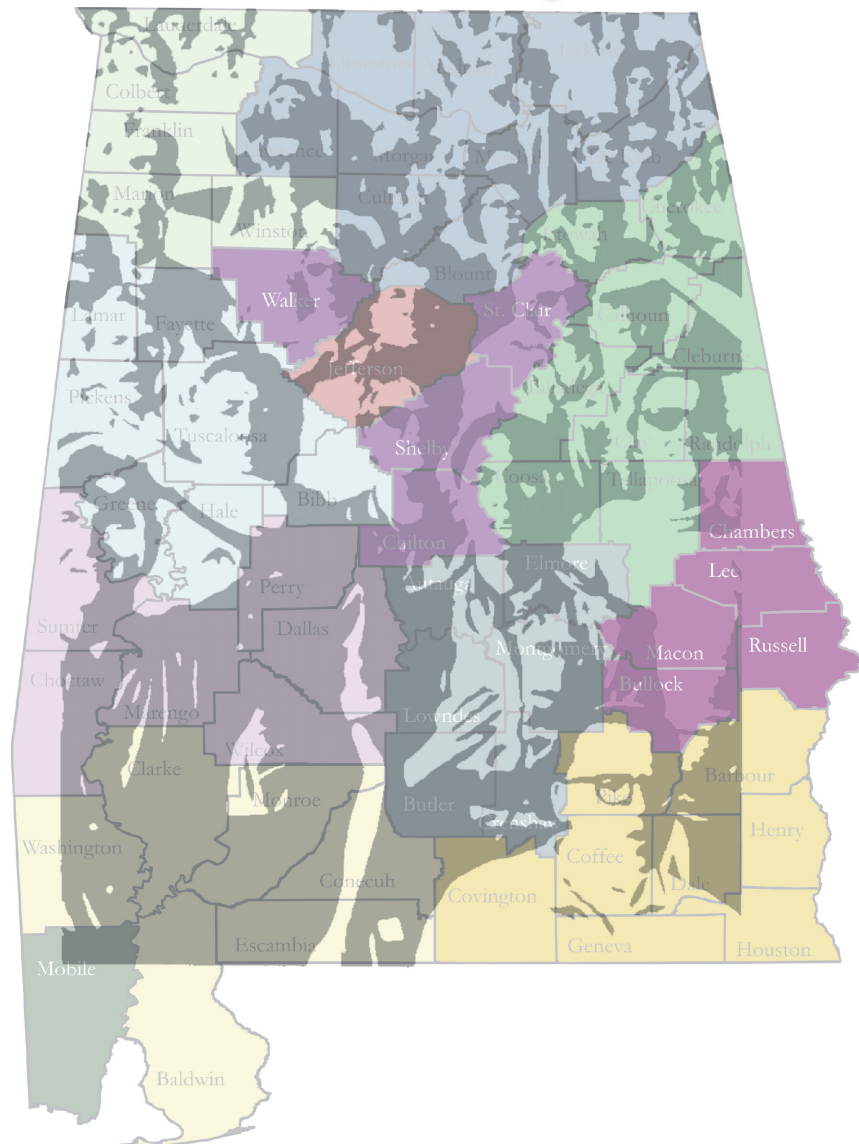
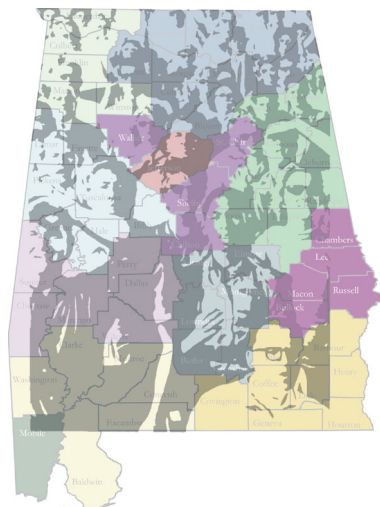


for



Center for Business and Economic Research
THE UNIVERSITY OF ALABAMA

Underemployment in Alabama Workforce Investment Advisory Areas



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by

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Executive Summary

- This report presents estimates of underemployment and some characteristics of the employed, underemployed, and nonworkers for the state as a whole, each workforce investment advisory area (WIAA), and the counties that the WIAAs cover. The study involved a telephone survey of about 10,000 respondents; almost half were employed.
- Alabama had a 2004 underemployment rate of 24 percent, which identifies 495,000 potential workers in addition to the about 109,000 unemployed, for a total available labor pool of 604,000. For every unemployed person there are roughly five underemployed in the state.
- Underemployment ranges from 19.4 percent for WIAA Region 1 to 28.5 percent for WIAA Region 6. Among counties, Lamar has the highest rate of underemployment, with 37.7 percent, and Fayette has the lowest rate with 6.3 percent. Thirty-five counties had underemployment rates above the state's 24 percent.
- The available labor pool is willing to commute farther and longer for better jobs, typically higher wage ones. Many are willing to commute for 20 or more minutes longer and cover 20 or more extra miles.
- The underemployed have less job tenure and also earn less than the employed. Eighty-three percent of the underemployed—compared to 60 percent of all employed—believe they are qualified for a better job based on their education and training, skills, and experience.
- A lack of job opportunities in their area, low wages at available jobs, and living too far from those jobs are the primary reasons given for being underemployed. By comparison, nonworkers' main reasons for not working are (i) disability or other health concerns, (ii) retirement or social security limitations, and (iii) lack of job opportunities in their area.
- The underemployed are more active in the labor market than other workers. About a third of them have sought better jobs in the preceding three months, compared to a 17 percent of other workers. Of all employed persons, a fifth has sought better jobs in the preceding three months.
- For up to 15 percent higher wages, 38 percent of the underemployed will consider leaving their current jobs, compared to 28 percent of all employed. Ten percent of the underemployed will accept a 5 percent higher income to leave current jobs while 47 percent of them want more than 15 percent higher earnings.
- A higher percentage of the underemployed will leave current jobs at every income level and they are willing to commute farther and longer than the general employed job seeker. Twenty-seven percent of the employed say they will not leave their current jobs; just 13 percent of the underemployed say the same. The underemployed are very active in the state labor market and there are many of them.

Introduction

Overview

This report presents estimates of underemployment and characteristics of the employed, underemployed, and nonworkers for the state as a whole, each workforce investment advisory area (WIAA), and the counties that the WIAAs cover. The narrative focuses mainly on workers and the underemployed but the results tables include characteristics of nonworkers as well. The specific characteristics presented include:

1. Characteristics of the underemployed and employed
 - a. demographics (age, gender, race, marital status, educational attainment)
 - b. employment status (full-time, part-time, nonworker) and industry
 - c. occupation and income
 - d. job fitness and experience
 - e. commute time and distance
 - f. ranking of reasons for being underemployed and job search activity
 - g. willingness for additional commute and for how much more income
2. Characteristics of nonworkers
 - a. demographics (age, gender, race, marital status, educational attainment)
 - b. ranking of reasons for not working

In this report, underemployed persons are workers who believe that their education and training, skills, or experience (i) are not fully utilized in their current jobs and (ii) qualify them for higher paying or more satisfying jobs for which they could leave their current positions. The report relies on the results of a telephone survey of workers and nonworkers in the state using a questionnaire designed specifically for estimating underemployment and the aforementioned characteristics.

It is important to note that while the results are very reliable for the large geographic regions (the state and WIAAs), they are not as reliable at the county level. A larger sample is needed to guarantee the same kind of reliability for counties. In other words, counties that are interested in knowing the characteristics of the underemployed need to invest in a survey with more respondents for their respective counties than was done in this study.

Another important point is that no official U.S. government statistics are currently available on the underemployed, although underemployment presents economic development potential. Attempts at measuring this economic potential can be made. However, this is extremely difficult because of uncertainty regarding the additional income that the underemployed can bring to an area.

Three University of Alabama (UA) units worked together on this project: Institute of Social Science Research (ISSR), Center for Business and Economic Research (CBER), and University Center for Economic Development (UCED). ISSR conducted the survey and UCED managed the project. CBER designed the questionnaire, analyzed the results, and prepared this report.

Background and Rationale

Labor force data on counties or county groups are often limited to what is available from government sources. Existing data provide information on the employed and the unemployed. While valuable, such information may not be complete from the perspective of employers. New or expanding employers are interested in “underemployment” as well because incumbent workers are also potential employees. In fact, the kind of “quality” worker that many prospective employers want is not unemployed.

Workers in occupations that underutilize their experience, training, and skills are underemployed. These workers might be receiving salaries below what they believe they can earn; they might also not be satisfied with their jobs. Underemployment occurs for various reasons including (i) productivity growth, (ii) spousal employment and income, and (iii) family constraints or personal preferences. Productivity growth creates underemployment as workers learn to do their jobs better and in shorter time. Spousal employment and income and extended family relationships or responsibilities may limit workers’ ability to be in jobs that make full use of the value of their education, training, skills, and experience. Geographic immobility due to family constraints or personal preferences is another contributing factor. The various contributing factors combined with economic, social, and geographic characteristics make underemployment unique to areas. Indeed, demographic and socioeconomic characteristics of the underemployed may be very different among communities.

Underemployment provides opportunities for selective job creation and economic growth. For example, a firm with needs for skills prevalent among the underemployed could locate in an area with underemployed workers, regardless of its unemployment rate. Low unemployment, suggesting limited labor availability, is not a hindrance to such a firm. The underemployed present a significant pool of labor because they tend to respond to job opportunities that better match their skills, training, and experience. The underemployed also create opportunities for entry level workers as they leave lower-paying jobs and move into better-paying ones. Even if their previously held positions are lost or not filled (perhaps due to low unemployment), there is economic growth for the area in gaining higher-paying jobs. Clearly, no labor profile is complete without an underemployment estimate. Other labor data can be combined with underemployment to construct a more comprehensive labor profile for each WIAA that will be valuable to community and regional leaders, educators, planners, policy makers, economic developers, and prospective employers.

The U.S. Bureau of Labor Statistics (BLS) does not currently compile any official statistics on underemployment.¹ However, existing literature indicates that underemployment rates have been estimated for some states and communities.² For example, a Dallas, Texas-based consulting company, The Pathfinders, has estimated underemployment for certain areas in Alabama as part of workforce analysis studies. Kentucky and Nebraska are just two examples of states whose

¹ The reason given for this, according to the BLS website, is a difficulty of developing an objective set of criteria which could be readily used in a monthly household survey. This difficulty probably comes from a preference to indirectly estimate the underemployment rate from a survey that does not ask respondents directly whether or not they are underemployed.

² An internet search using keywords such as *underemployment*, *workforce analysis*, *available labor*, and *labor supply* leads to numerous commissioned studies and reports on underemployment.

underemployment rates have been estimated (Bollinger et al. 2003 and Nebraska Underemployment Study 2002).³

The definition of underemployment must be explicitly stated in any study to enable proper understanding and use of the results. Underemployment has been defined very narrowly in some cases to just account for surplus high skill labor (see for example Moore 2005).⁴ The International Labor Organization (ILO) sees underemployment as reflecting underutilization of the productive capacity of the employed population—not just the highly-skilled—and defines a time-related underemployment concept which is used by several countries.⁵ By the ILO definition, the underemployed include all employed persons who:

- a. are willing to work additional hours—it is recommended that those who have actively sought to work additional hours be distinguished from those who have not
- b. are available to work additional hours, within a specified subsequent period
- c. worked less than a threshold (determined by country) relating to working time—this threshold for the United States is the 35-hour reference week used by the BLS as the boundary between full-time and part-time work.

The ILO definition, while a vast improvement on the narrow definition, omits one important cause of underemployment—labor productivity growth. Workers become underemployed as their productivity rises because they learn to do their jobs better and faster. Such workers can do more work in the same time but they are not counted under the ILO time-related underemployment concept. To incorporate labor productivity growth effect in any measure of underemployment, it is necessary to let respondents declare whether or not they are underemployed. This approach has been taken in many studies. We use this last approach as well because our purpose is to estimate the full underemployment in the state, WIAAs, and counties.

Methodology

The questionnaire that CBER designed specifically for estimating underemployment was used to survey the labor force. Figure I1 lists the questions on the instrument. To probe for underemployment, respondents are asked questions about employment status, nature of employment, willingness to work full-time if part-time, number of jobs, commute time and distance, occupation and industry, job tenure, income, job fitness, income incentive to leave current job for

³ Bollinger, C.R., P. Coomes, and M. Berger. 2003. *Measuring Underemployment at the County Level*. University of Kentucky Center for Poverty Research Discussion Paper Series #2003-08 (<http://www.ukcpr.org/Publications/DP2003-08.pdf>).

Nebraska Underemployment Study: A Comparative Analysis 1992-2000. 2002. Nebraska Workforce Development, Department of Labor, Labor Market Information Center (<http://www.NebraskaWorkforce.com>).

⁴ Moore, S. 2005. *Regional Asset Indicators: Tapping the Skills Surplus in Rural America*. Center for the Study of Rural America, Federal Reserve Bank of Kansas City (http://www.kc.frb.org/RuralCenter/mainstreet/MSE_0205_text.pdf).

⁵ The ILO definition was adopted most recently in a resolution concerning the measurement of underemployment and inadequate employment situations by the Sixteenth International Conference of Labor Statisticians in October 1998 (for details, go to <http://www.ilo.org/public/english/bureau/stat/download/res/underemp.pdf>). BLS sends U.S. time-related underemployment estimates to the Organisation for Economic Cooperation and Development (OECD).

Figure I1. Questions on the Underemployment Survey Instrument

General

1. Do you currently work anywhere for pay? [Go to #21 if answer is “no”]
2. Do you work for pay at more than one job?
3. On average, how many hours a week do you work at your job(s) [primary job]? The primary job is the one you spend most of your working time at.
4. Would you say that you work 35 or more hours a week?
5. Would you like a full time job?
6. How long have you been working in your current job [primary job]?
7. On average, how long does it take you to get to [your workplace] the workplace for your primary job?
8. How many miles from your home is your workplace [the workplace for your primary job]?
9. What is your occupation [at your primary job]?
10. Including the time before you got your [current job | primary job], how many years have you worked in this occupation?
11. What industry do you work in at your [current job | primary job]?
12. For statistical purposes only, was your income last month? (a) Less than \$500 (b) \$500-\$1,000 (c) \$1,000-\$2,000 (d) \$2,000-\$3,000 (e) \$3,000-\$4,000 (f) \$4,000-\$6,000 (g) More than \$6,000?

Fitness

Please consider your education and training, skills, and experience for the next couple of questions.

13. Does your [current job | primary job] fit well with your education and training, skills, and experience?
14. Are you qualified for a better job than the [one | primary job] you have now?
15. Which of the following reasons make you qualified for a better job? (**Please respond to all that apply**)
(a) Education and training (b) Skills (c) Experience
16. How much more would a new job need to pay for you to be willing to leave your [current job | primary job]?
(a) 0-5% (b) 5-15% (c) 15-30% (d) 30-50% (e) More than 50%
17. How much farther are you willing to commute for a new job that paid that much more? (a) 0-10 miles (b) 10-20 miles (c) More than 20 miles
18. How much more time are you willing to spend commuting one-way for such a job? (a) 0-10 minutes (b) 10-20 minutes (c) More than 20 minutes
19. Have you looked for a better job in the past 3 months?

Underemployment

The next few questions relate to underemployment. A person can think of himself or herself as underemployed for various reasons (e.g., if you can take on additional challenges or responsibilities for the same or better pay. You may also be underemployed by choice because your spouse has a really good job and you want to focus on the children, home-schooling, the family, or other personal/family matters).

20. Do you think you are underemployed in your current job?

Reasons for being underemployed or unemployed

21. Which of the following reasons would you say make you underemployed? (**Please respond to all that apply**)
(a) A lack of job opportunities in your area (b) The low wages at the available jobs (c) You live too far from [jobs | BETTER jobs] (d) You are in school or undergoing training (e) Your spouse or partner has a really good job (f) You are retired or because of social security limitations (g) Disability or other health concerns (h) Child care responsibilities (i) You take care of someone other than a child (j) Other family or personal obligations

Demographics - Ask all respondents

22. Are you currently married?
23. Would you please confirm whether you are male or female?
24. What is your age?
25. What is the last grade of school you completed?
(a) Some high school or less, no diploma (b) High School /GED (c) Some college, no degree (d) Jr. College/trade school, associate degree (e) Four-year college graduate, Bachelor's degree (f) Postgraduate/Masters etc.
26. Would you say you are Hispanic or non-Hispanic?
27. Would you say you are [RACE CATEGORIES]?
28. What [Alabama] county do you live in?

better one, incremental commute time and distance, and job search activity. The BLS 35-hour week threshold is used to distinguish between full-time and part-time for respondents who are not sure of their time status. Respondents are then asked whether or not they are underemployed, following a brief explanation of the concept. The underemployed and unemployed are asked to give reasons for that status. Demographic information is then collected to end the interview.

Respondents were contacted by calling a sample of random residential phone numbers. The sample was generated through an approach called list-assisted random digit dialing sampling.⁶ For each combination of area code and telephone exchange, residential blocks of telephone numbers were identified from a database of current working residential exchanges and working banks. The universe of possible phone numbers was generated by appending each possible two-digit ending to these blocks. Several passes through the possible phone numbers were made, in each pass every i^{th} number was taken for the sample after starting each pass at a different random starting point. Several procedures were applied to the resulting sample to increase dialing efficiency. For example, business numbers were eliminated by reference to a database of known business numbers and disconnected numbers were also removed from the sample.

For each successful household contact, a respondent was randomly selected by asking for the adult who would be the next to have a birthday. Since the sequence of birthdays within a household tends to be random, the respondent within the household would be randomly selected. An interview was then attempted if the selected respondent was available. If not, the interviewer recorded identifying information about the selected respondent on the call record and attempted to determine an appropriate time to call again. If no call could be scheduled, the phone number was recalled randomly until another contact was made. To minimize any selection bias due to easy availability of the household or respondent, repeated attempts were made at intervals during the interviewing period to contact a household at each phone number in the sample and to complete an interview in that household with the selected respondent.

Respondents had to be at least 18 years of age. While this eliminates 16 and 17 year olds from the sample, it is standard practice in studies of this kind for several reasons.⁷ Most 16 and 17 year olds are in school and so their participation in the labor force is limited. BLS data show that the labor force participation rate of 16 and 17 year olds is slightly less than half that of the general 16 years and over civilian noninstitutional population at the national level. Thus while 16 and 17 year olds account for 2.9 percent of the population (of both the nation and Alabama), they are just 1.9 percent and 1.5 percent of the nation's labor force and total employed persons, respectively. This is one of the reasons 16 and 17 year olds are excluded; at worst, samples are representative of 98.1 percent and 98.5 percent of the labor force and employed persons, respectively. Labor force participation in Alabama (about 60 percent) is lower than the nation's 66 percent and suggests that employed 16 and 17 year olds in Alabama are likely to be less than 1.5 percent of all employed persons in the state.

To interview 16 and 17 year olds would require parental consent; this could increase survey time and costs remarkably. For these reasons and others, researchers follow the standard practice of limiting samples to the legal cut-off age. Underemployment rates estimated from studies are applied to total employed to yield the number of underemployed because of the recognition that underemployment

⁶ See www.genesys-sampling.com/reference/rfrence.htm for a more detailed account of this methodology.

⁷ For example, the Nebraska study uses age 19 as the cut-off and Bollinger et al. use age 18.

can exist among 16 and 17 year olds as well. This indicates an implicit assumption that the estimated rate is the same among employed 16 and 17 year olds.

ISSR conducted the telephone survey over the October 2004 to June 2005 period. However, the results reflect 2004 in general because the major part of the survey was completed in January 2005. A pretest of the questionnaire suggested that 100 completed responses per county and 500 each for Jefferson and Mobile counties would be sufficient, for a total expected sample size of 7,500. Specific county targets on number of employed respondents were set, based on county population in year 2000 and economic activity. This created a total minimum number of 4,150 employed respondents statewide (Table I1). To achieve this target while ensuring a randomly selected and representative sample resulted in the collection of 9,974 completed survey responses. This is a third more than the 7,500 expected initially and was due to an unanticipated large number of responses from nonworkers. Almost half of the completed responses were from employed people.

Survey responses were statistically analyzed to estimate underemployment for the state, each WIAA, and each county. The survey results were also analyzed for the aforementioned characteristics of Alabama workers and nonworkers. We make the same assumption as with the underemployment rate; specifically, that 16 and 17 year olds constitute such a small component of the labor force that the characteristics can be said to apply to them as well.⁸

The results are presented in this report for each WIAA and the state. County estimates are presented in the WIAA sections. The results will enable community and regional leaders, planners, policy makers, educators, economic developers, prospective employers, and others to not only know the level of underemployment in each WIAA and county but also its nature. However, interpreting the results on characteristics of the underemployed is subject to the caveats following.

Caveats

While the underemployment estimates are reliable with 95 percent confidence for all areas and counties shown in Table I1, the characteristics of the underemployed are not as reliable for the following 22 counties (in bold font in the table): Baldwin, Blount, Bullock, Cherokee, Clarke, Coffee, Colbert, Covington, DeKalb, Escambia, Fayette, Franklin, Geneva, Houston, Jackson, Lauderdale, Lowndes, Madison, Marshall, Monroe, Perry, and Talladega. These counties had fewer than 15 underemployed respondents, which are too few to infer characteristics from. This means that the margin of error on inferred characteristics of the underemployed for these counties is larger than for other counties. There is no such concern at the WIAA level.

With 14 occupational categories on the questionnaire, having fewer than 15 underemployed respondents means at best a uniform distribution across these categories. It is more likely that there will be no representation for underemployment in some occupations. There is a similar issue regarding the industry in which an underemployed respondent works, because we specify 12 industries. As a result, characteristics of the underemployed are not reported for the 22 counties. Larger county samples are needed to be able to make such inferences on the underemployed for these counties. Economic surveys target establishments and thus provide better information on

⁸ One must be careful of specific characteristics such as educational attainment for 16 and 17 year olds, since they are most likely to have some high school or less but no diploma.

occupations and industries. The underemployment survey targeted households. Hence, responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table I1. Survey Response Count

County	Resp	Emp	Target	Und	County	Resp	Emp	Target	Und
Autauga	119	68	55	17	Houston	120	72	65	14
Baldwin	207	94	75	14	Jackson	126	63	55	11
Barbour	131	67	55	16	Jefferson	676	345	250	78
Bibb	148	73	50	20	Lamar	120	61	50	23
Blount	124	69	55	14	Lauderdale	134	61	65	12
Bullock	117	54	50	14	Lawrence	143	62	55	17
Butler	126	67	50	22	Lee	167	97	75	21
Calhoun	135	71	65	20	Limestone	122	65	55	18
Chambers	159	82	55	25	Lowndes	140	56	50	13
Cherokee	141	64	55	11	Macon	121	58	50	19
Chilton	133	75	55	19	Madison	138	81	75	14
Choctaw	131	64	50	16	Marengo	124	62	55	15
Clarke	124	63	55	14	Marion	135	64	55	18
Clay	128	63	50	16	Marshall	149	68	55	14
Cleburne	125	68	50	15	Mobile	576	268	250	66
Coffee	131	66	55	13	Monroe	130	55	50	11
Colbert	147	67	55	9	Montgomery	133	80	75	23
Conecuh	141	60	50	19	Morgan	148	79	75	19
Coosa	142	70	50	21	Perry	123	52	50	14
Covington	128	64	55	13	Pickens	127	59	50	16
Crenshaw	146	67	50	18	Pike	134	70	55	18
Cullman	116	69	65	19	Randolph	180	104	50	24
Dale	114	64	55	15	Russell	151	57	55	15
Dallas	136	65	55	20	Shelby	118	67	75	21
DeKalb	130	61	55	11	St. Clair	112	80	55	16
Elmore	120	68	55	18	Sumter	127	54	50	17
Escambia	148	62	55	14	Talladega	126	69	55	11
Etowah	150	73	65	22	Tallapoosa	132	74	55	20
Fayette	138	63	50	4	Tuscaloosa	138	78	75	23
Franklin	116	63	55	12	Walker	147	62	55	16
Geneva	127	62	50	12	Washington	134	59	50	18
Greene	124	54	50	16	Wilcox	138	55	50	19
Hale	114	60	50	18	Winston	127	54	50	10
Henry	142	64	50	18	Alabama	9,974	4,955	4,140	1,209
					Area	Resp	Emp	Target	Und
					WIAA Region 1	659	309	280	61
					WIAA Region 2	1,196	617	545	137
					WIAA Region 3	909	448	375	120
					WIAA Region 4	510	284	240	72
					WIAA Region 5	1,260	657	495	161
					WIAA Region 6	79	352	310	101
					WIAA Region 7	784	406	335	111
					WIAA Region 8	715	348	285	94
					WIAA Region 9	884	394	335	90
					WIAA Region 10	1,027	529	440	119
					Jefferson Region	676	345	250	78
					Mobile Region	576	268	250	66
					Alabama	9,974	4,955	4,140	1,209

Resp – Number of respondents

Emp – Number of employed respondents

Target – Target number of employed respondents

Und – Number of underemployed respondents

Note: Underemployment estimates for all counties are reliable. However, any inferences on the characteristics of the underemployed for the 22 counties in bold are not as reliable. There were too few underemployed respondents to permit making such inferences.

Definitions

Except for *better job*, *nonworker*, *underemployed persons*, and *underemployment rate*, the definitions below follow the BLS glossary.

Better job

A job that requires the same skills, education and training, and experience as another but provides more satisfaction and/or higher earnings. It is better from the perspective of the jobholder.

Civilian noninstitutional population

Persons 16 years of age and older who are not inmates of institutions (e.g., penal and mental facilities, homes for the aged) and who are not on active duty in the Armed Forces.

Educational attainment

The highest diploma or degree, or level of work towards a diploma or degree, which an individual has completed.

Employed persons

Persons 16 years and over in the civilian noninstitutional population who, during a reference period, (a) worked as paid employees; worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family; and (b) all those who were not working but who had jobs or businesses from which they were temporarily absent for various reasons whether or not they were paid for the time off or were seeking other jobs. Reasons for absence could include vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training, or other family or personal reasons. Each employed person is counted only once, even if he or she is a multiple jobholder. [Note: Persons whose only activity involved work around their own house (painting, repairing, or own home housework, etc.) or volunteer work for religious, charitable, and other organizations are not considered to be employed by this definition.]

Full-time workers

Persons who work 35 hours or more per week; sometimes employees are classified as full-time or part-time as defined by their employer.

Industry

A group of establishments that produce similar products or provide similar services. For example, all establishments that manufacture automobiles are in the same industry.

Labor force

The labor force includes all persons 16 years and older classified as employed or unemployed. Those who have a job or are actively looking for one are classified as being in the labor force. All others—those without jobs and not looking for one (e.g. some retirees and students)—are counted as "not in the labor force."

Labor force participation rate

The labor force expressed as a percent of the civilian noninstitutional population.

Labor productivity

Labor productivity refers to the relationship between economic output and the labor time used in generating that output. It is the ratio of output per hour.

Multiple jobholders

Employed persons who in a reference period (a) had two or more jobs as a wage and salary worker, (b) were self-employed and also held a wage and salary job, or (c) worked as an unpaid family worker and also held a wage and salary job. Excluded are self-employed persons with multiple businesses and persons with multiple jobs as unpaid family workers.

Nonworkers (Not employed)

This refers to all persons 16 years and over who are classified as unemployed as well as those classified as not in the labor force. **Not employed** is the BLS term for nonworkers. To avoid any confusion between those who are “not employed” and the “unemployed,” preference is given for the term “nonworkers” in this report. In other words, the labor force is made up of workers and nonworkers; only employed persons are workers.

Not in the labor force

Persons aged 16 years and older in the civilian noninstitutional population who are neither employed nor unemployed are not in the labor force.

Occupation

An occupation defines a set of activities or tasks that employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries.

Part-time workers

Persons who work less than 35 hours per week are part-time workers.

Productivity

A measure of economic efficiency that shows how effectively economic inputs are converted into output. Productivity is measured by comparing the amount of goods and services produced with the inputs that were used in production.

Productivity growth

Change in productivity, usually measured in percentage terms.

Underemployed persons

Underemployed persons are those whose education and training, skills, or experience (i) are not fully utilized in their current jobs and (ii) qualify them for higher paying or more satisfying jobs for which they could leave their current positions.

Underemployment rate

The number of underemployed expressed as a percentage of the employed.

Unemployed persons

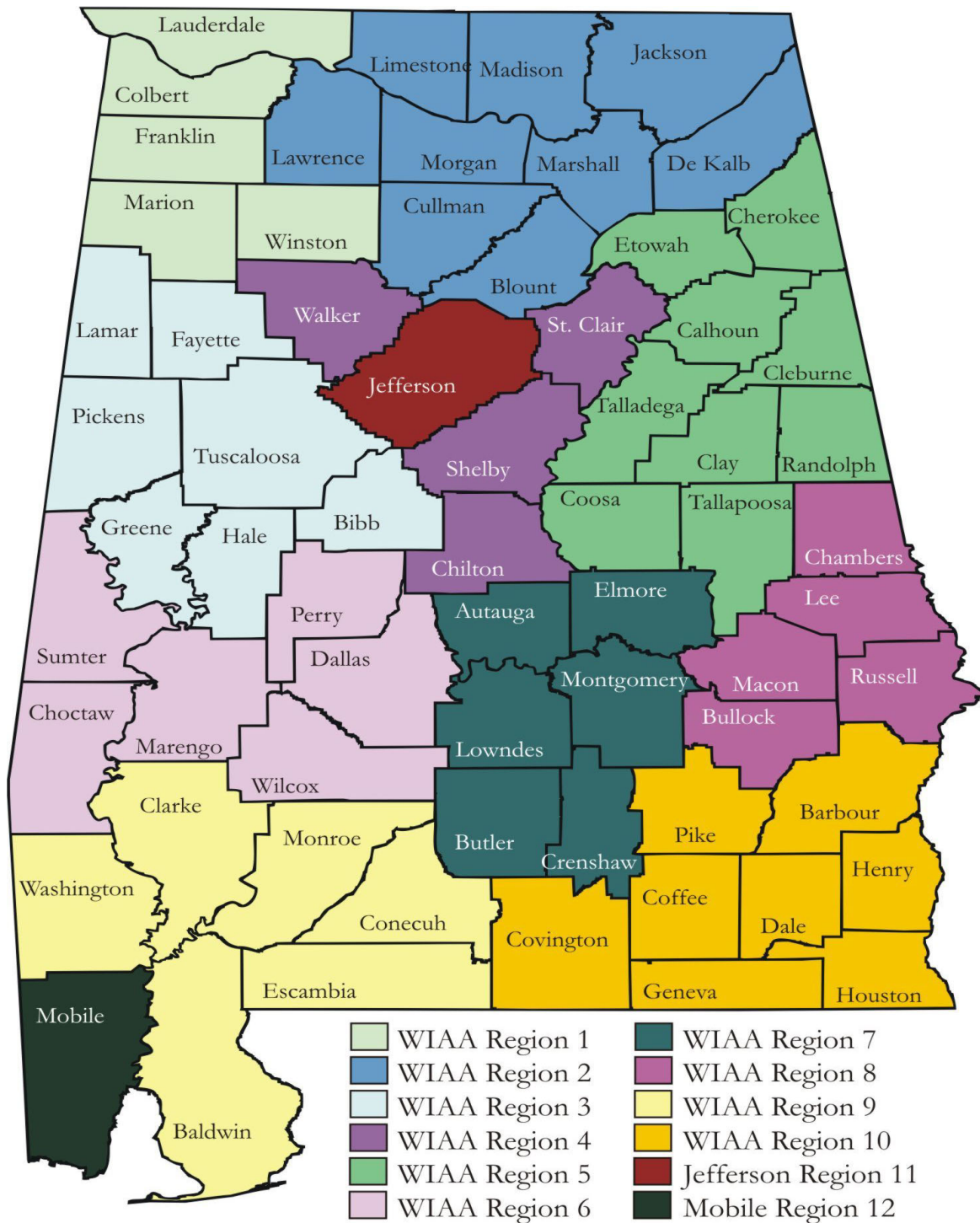
Persons aged 16 years and older who had no employment in a reference period but were available for work (except for temporary illness) and had made specific efforts to find employment in a longer period that ends with the reference period. BLS uses a week as the reference period and the 4-week period ending in the reference week as the longer period. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Unemployment rate

The unemployment rate represents the number unemployed as a percent of the labor force.

Underemployment in Alabama

Workforce Investment Advisory Areas



Source: Alabama Department of Industrial Relations, WIAA Regions revised 11/1/04

Underemployment in Alabama

The state and WIAAs are shown in Table A1. Underemployment in the state as a whole was at 24 percent. Based on December 2004 labor force data, this means that about 495,000 employed Alabama residents were underemployed. Adding the unemployed gives a total available labor pool of about 604,000 for the state. This pool is almost six times the number of unemployed and is a more realistic measure of the available labor in the state. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs.

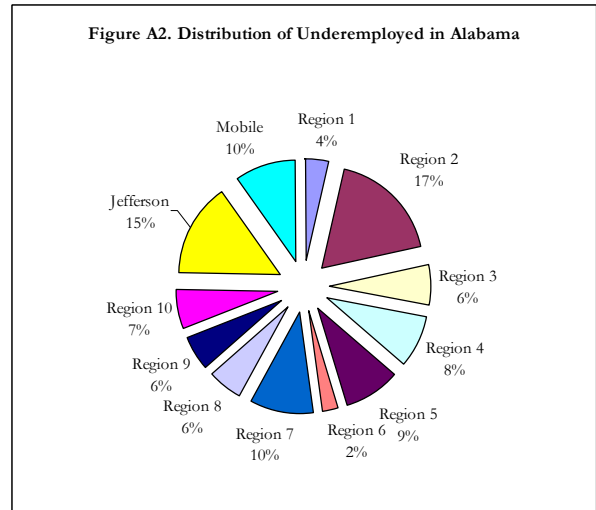
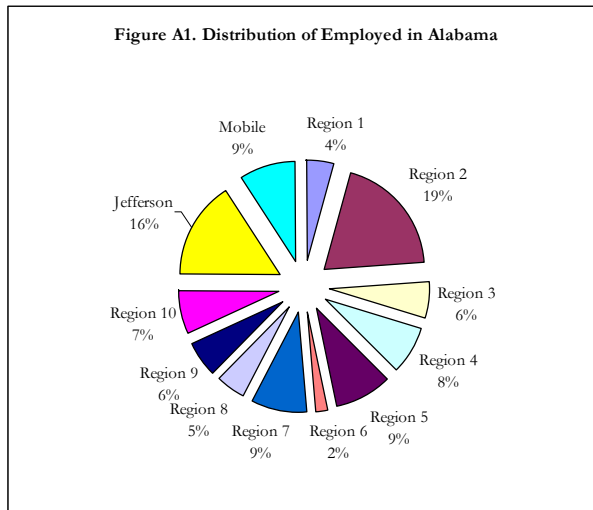
Table A1. Underemployed by Workforce Investment Advisory Area

	<u>Alabama</u>	<u>Region 1</u>	<u>Region 2</u>	<u>Region 3</u>	<u>Region 4</u>	<u>Region 5</u>	<u>Region 6</u>
Labor Force	2,170,500	97,180	421,640	121,900	167,230	196,710	46,260
Employed	2,061,500	90,810	402,590	116,620	161,800	185,590	42,050
Underemployment rate	24.0%	19.4%	21.7%	26.2%	25.2%	23.6%	28.5%
Underemployed workers	494,760	17,617	87,362	30,554	40,774	43,799	11,984
Unemployed	109,000	6,370	19,050	5,280	5,430	11,120	4,210
Available labor pool	603,760	23,987	106,412	35,834	46,204	54,919	16,194
	<u>Region 7</u>	<u>Region 8</u>	<u>Region 9</u>	<u>Region 10</u>	<u>Jefferson</u>	<u>Mobile</u>	
Labor Force	189,210	107,290	126,840	149,300	338,400	200,600	
Employed	179,270	101,380	118,460	142,390	322,770	190,300	
Underemployment rate	26.8%	26.6%	22.8%	22.2%	22.5%	24.6%	
Underemployed workers	48,044	26,967	27,009	31,611	72,623	46,814	
Unemployed	9,940	5,910	8,380	6,910	15,630	10,300	
Available labor pool	57,984	32,877	35,389	38,521	88,253	57,114	

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Among the WIAAs, the underemployment rate ranges from 19.4 percent for Region 1 to 28.5 percent for Region 6. These two regions' populations, labor force, and number of employed residents are small. As a result, despite the difference in underemployment rates, they end up with small numbers of underemployed and available labor pool sizes. Figures A1 and A2 show distributions of employed and underemployed by WIAA. One percent of the underemployed is about 5,000 workers. So although the regional shares of employed and underemployed do not seem to be very different, even a fraction of a percentage difference can be significant. Quantifying the size of the underemployed is a necessary first step in exploiting it for economic development, workforce training, planning, and other uses.



Underemployment Survey Results

Detailed underemployment survey results for the state and WIAAs are presented in Tables A2 and A3, respectively. The estimated underemployment rates are applied to the numbers of employed residents in the areas to get the numbers of underemployed workers in Table A1. This section focuses on the state, as results for the WIAAs are discussed in their respective sections. Characteristics of the employed are presented first, followed by those of the underemployed, and finally those of all respondents to the survey. To fully grasp what the percentages reported in the tables mean, one percent of the Alabama workforce is roughly 20,500 workers; 20,000 is a nice round figure to use.

Seventy-eight percent of the employed are full-time workers. Nine percent hold more than one job and 30 percent of part-time workers wish to work full-time. The one-way commute is less than 20 minutes for 57 percent of workers. It takes 11 percent of workers more than 40 minutes to get to work, with 1.7 percent spending more than an hour. The commute is less than 10 miles for 46 percent of the employed; almost 20 percent travel more than 25 miles and 6 percent exceed 45 miles. Nearly half of workers have had 10 or more years on the job and a quarter has more than 20 years job tenure.

The median monthly wage is between \$1,000 and \$2,000 but closer to the upper end. The participation of the employed and underemployed in occupations and industry are similar at the state level. Some differences exist in the WIAAs and those are mentioned in the respective sections. Those differences may be due to differences in economic structure and underscore the importance of having an advisory area focus when tackling workforce issues.

Of the employed, 85 percent claim their jobs fit well with their education, training, skills, and experience, but 60 percent believe they are qualified for a better job. One in five workers has looked for a job in the preceding three months. If offered jobs paying up to 15 percent higher wages, 28 percent or about 560,000 workers will leave their current jobs; 150,000 (7.5 percent) of these would accept 5 percent higher income. This suggests that it would not take much to keep such workers

happy and loyal to their establishments, especially when hiring and training costs are considered. It takes a much bigger paycheck to get most workers away from their current jobs. More than a 15 percent increase in income is needed to get 42 percent of workers to leave their current jobs. About 28 percent claim nothing will get them to leave their current jobs; the remaining 2 percent are undecided. About 150,000 will only consider offers that raise their income by more than 50 percent.

Workers are prepared to make some sacrifices for the higher paying jobs. They are prepared to commute longer and farther. Forty percent are willing to commute additional 20 or more one-way miles, but 28 percent will only consider a maximum of 10 additional miles. Forty-eight percent are prepared to spend an extra 20 or more minutes commuting one-way.

The 24 percent underemployed cited lack of job opportunities and low wages at the available jobs as the primary reasons for being underemployed, in order of importance. Nonworkers noted disability or other health concerns and retirement or social security limitations as their primary reasons for not working. Among the underemployed, 70 percent work full-time, 10 percent hold more than one job, and 45 percent of part-time workers want full-time jobs.

More than half (55 percent) have less than a 20-minute one-way commute, but 13 percent drive for over 40 minutes, and 3 percent take more than an hour. The commute is less than 10 miles for 43 percent of the underemployed. Twenty percent have more than 25 miles to travel, with 6 percent exceeding 45 miles. The underemployed have less job tenure and also earn less than the employed. Fifty-nine percent earn up to \$2,000 monthly versus 42 percent employed. Forty-three percent have had 10 or more years on the job.

About 71 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. Eighty-three percent believe they are qualified for a better job and a third have sought better jobs in the preceding three months. More underemployed will leave current jobs at every wage level, except for when more than a 50 percent wage increase is offered. Thirty-eight percent of the underemployed will leave their current jobs for up to 15 percent higher wages, compared to 28 percent of all employed. Ten percent of the underemployed will accept a 5 percent higher income to leave current jobs while 47 percent want more than 15 percent higher earnings. Fewer of them would not leave their jobs at all, 13 percent compared to 28 percent of all employed. The underemployed are willing to commute farther and longer. In short, these people are very active in the labor market.

For the survey, a total 9,974 complete responses were obtained. Slightly less than half (4,955 respondents) were employed, of which 1,209 were underemployed. Sixty-three percent of the employed, half of nonworkers, and 57 percent of the underemployed were married. Men were 41 percent of employed, 28 percent nonworkers, and 37 percent underemployed. The median age is 43.5 for employed, 42 for the underemployed, and 63 for nonworkers. Whites made up roughly 73 percent of employed, 71 percent of nonworkers, and 66 percent of underemployed; Hispanics were a tiny portion. Nine percent of the employed and underemployed do not hold a high school diploma or equivalent compared to 27 percent of nonworkers. Twenty-seven percent of employed, 22 percent underemployed, and 13 percent of nonworkers hold a bachelor's or higher degree. Clearly, Alabama has a large available labor pool that is willing to commute and is seeking higher wage jobs.

Table A2. Alabama Underemployment Survey Results (Percent)

General		Employed	Underemployed
1. Percent of adults that are working full-time		78.1	70.1
2. Percent of part-timers who would like to work full-time		29.8	45.3
3. Percent of workers with more than one job		9.3	9.6
4. Average commute time (one-way)	Less than 20 minutes	57.3	55.8
	20 to 40 minutes	27.0	28.4
	40 minutes to an hour	9.3	9.8
	More than an hour	1.7	3.1
5. Commute distance	Less than 10 miles	45.9	43.3
	10 to 25 miles	29.5	31.4
	25 to 45 miles	13.7	13.9
	More than 45 miles	6.1	6.3
6. Occupation	Farmer/Farming/Hunting/Fishing	1.6	0.9
	Manager/Teacher/Professional	18.2	16.0
	Administrative Support/Clerical	10.9	9.9
	Laborer	5.7	6.3
	Technician/Machine Operator/Assembler/Inspector	11.3	12.2
	Transportation Operator	2.7	2.9
	Retail/Wholesale Salesperson	6.1	7.5
	Police/Army	1.3	1.7
	Mechanic/Repairer	1.3	1.3
	Doctor/Vet	0.6	0.3
	Nurse	6.1	6.0
	Hotel/Restaurant/House Help	4.3	5.3
	Student	0.3	0.7
	Other and D/K or N/A	29.4	28.5
7. Number of years at current/primary job	Less than a year	14.3	17.4
	1 to 3 years	10.1	11.3
	3 to 5 years	9.7	10.0
	5 to 10 years	15.8	17.5
	10 to 20 years	24.8	24.4
	More than 20 years	24.4	18.7
8. Industry	Manufacturing	11.9	13.0
	Mining	0.5	0.6
	Construction	5.2	4.9
	Wholesale or Retail Trade	8.5	11.1
	Financer, Insurance or Real Estate	3.9	3.0
	Local Government	4.5	4.7
	State Government	8.1	8.2
	Federal Government	3.0	2.2
	Transportation, Communication or Public Utilities	6.4	5.5
	Farming, Hunting, Fishing, Landscaping, or Other Agricultural	3.1	3.1
	Services for Healthcare, Business, Hotel, Restaurant, Household	29.2	28.7
9. Monthly wages	Less than \$500	5.6	10.8
	\$500 up to \$1,000	12.6	18.4
	\$1,000 up to \$2,000	24.2	29.3
	\$2,000 up to \$3,000	18.3	16.6
	\$3,000 up to \$4,000	9.6	7.4
	\$4,000 up to \$6,000	7.0	4.1
	More than \$6,000	5.7	3.2

Note: Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A2. Alabama Underemployment Survey Results (Percent, continued)

Job Fitness		Employed	Underemployed	
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		84.9	71.2	
11. <i>Percent of workers who believe they are qualified for a better job</i>		59.6	83.0	
Reasons:	Education and training	77.8	80.0	
	Skills	77.9	78.1	
	Experience	83.8	84.3	
12. <i>Additional income for which workers would leave current job</i>				
	0 to 5% more	7.5	10.2	
	5 to 15% more	20.5	27.6	
	15 to 30% more	23.1	27.3	
	30 to 50% more	11.5	13.0	
	More than 50% more	7.5	7.0	
	*** Would not leave current job	27.1	13.2	
13. <i>Additional commute for such a new job</i>				
	0 to 10 miles	28.2	24.2	
	10 to 20 miles	27.6	27.5	
	more than 20 miles	39.7	44.7	
14. <i>Additional one-way commute time for this job</i>				
	0 to 10 minutes	22.2	17.8	
	10 to 20 minutes	25.7	23.7	
	more than 20 minutes	48.0	55.4	
15. <i>Percent of workers who sought better job in past three months</i>		20.8	32.9	
16. <i>Percent of workers who say they are currently underemployed</i>		24.0	100.0	
17. <i>Reasons respondents give for being</i>		Underemployed	Nonworkers	
	Lack of job opportunities in their area	48.4	12.0	
	Low wages at the available jobs	45.2	7.9	
	Live too far from jobs	22.5	4.4	
	In school or undergoing training	9.9	4.3	
	Spouse or partner has a really good job	12.5	6.7	
	Retired or because of social security limitations	5.6	30.9	
	Disability or other health concerns	6.7	35.0	
	Child care responsibilities	20.6	8.6	
	Care of someone other than a child	8.4	4.4	
	Other family or personal obligations	18.9	5.0	
Respondent Characteristics		Employed	Nonworkers	Underemployed
18. <i>Married Respondents</i>		63.3	50.1	57.1
19. <i>Sex</i>	Female	59.5	71.7	63.0
	Male	40.5	28.3	37.0
20. <i>Median age</i>		43.5	63	42
21. <i>Ethnicity</i>				
	Hispanic	1.4	1.3	1.0
21b. <i>Race</i>	White	72.9	70.7	66.3
	African-American or other ethnicity group	26.1	27.6	33.1
22. <i>Last grade of school completed</i>				
	Some high school or less but no diploma	9.3	27.0	9.1
	High School or GED	32.5	38.6	31.8
	Some college, no degree	19.3	14.4	23.3
	Jr. College/trade school/associate degree	11.6	5.8	13.4
	4-year college graduate/BA	16.8	8.8	14.2
	Postgraduate/Masters	10.4	4.4	8.0

Table A3. WIAA Underemployment Survey Results (Percent)

<u>WIAA</u>		<u>Region 1</u>		<u>Region 2</u>		<u>Region 3</u>		<u>Region 4</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		79.6	75.0	73.3	57.9	77.3	70.8	75.6	69.4
2. <i>Percent of part-timers who wish to work full-time</i>		26.0	50.0	27.1	43.6	29.3	40.6	18.6	26.3
3. <i>Percent of workers with more than one job</i>		9.1	3.3	9.1	8.0	11.6	10.0	9.2	9.7
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	62.5	49.2	59.0	59.4	53.3	59.4	50.7	51.4
	20 to 40 minutes	23.0	23.0	28.0	25.6	24.8	25.6	26.4	26.4
	40 minutes to an hour	6.5	13.1	8.6	9.4	15.4	9.4	14.4	16.7
	More than an hour	3.6	8.2	1.3	4.4	2.9	4.4	3.9	4.2
5. <i>Commute distance</i>	Less than 10 miles	53.7	45.9	46.2	44.5	43.8	43.8	37.7	31.9
	10 to 25 miles	25.2	16.4	31.6	33.6	26.3	35.0	32.7	38.9
	25 to 45 miles	10.7	16.4	13.1	9.5	19.0	11.3	14.8	11.1
	More than 45 miles	5.8	14.8	4.7	5.1	6.3	6.3	8.8	13.9
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	1.0	0.0	1.8	0.7	1.6	0.8	0.7	0.0
	Manager/Teacher/Professional	18.8	9.8	20.1	17.5	16.1	19.2	20.1	20.8
	Administrative Support/Clerical	11.0	8.2	10.2	8.8	10.9	13.3	13.0	11.1
	Laborer	7.4	13.1	5.0	4.4	6.0	4.2	4.2	2.8
	Technician/Machine Operator/Assembler/Inspector	10.0	9.8	11.0	9.5	12.5	15.8	7.4	6.9
	Transportation Operator	2.6	4.9	2.1	3.6	3.3	3.3	2.1	2.8
	Retail/Wholesale Salesperson	7.1	4.9	8.6	8.8	5.1	8.3	5.3	6.9
	Police/Army	1.0	0.0	0.8	2.9	1.1	1.7	0.7	0.0
	Mechanic/Repairer	1.6	3.3	1.0	0.0	1.3	0.8	1.4	4.2
	Doctor/Vet	0.3	0.0	1.0	0.0	0.2	0.0	0.4	0.0
	Nurse	5.2	4.9	6.3	8.8	9.4	6.7	6.7	8.3
	Hotel/Restaurant/House Help	3.6	6.6	2.8	2.9	4.2	1.7	3.5	5.6
	Student	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0
	Others	30.1	32.8	28.8	32.1	27.5	23.3	34.2	30.6
7. <i>Years at current/primary job</i>	Less than a year	16.2	16.4	14.6	20.4	15.6	17.5	10.6	8.3
	1 to 3 years	11.3	16.4	10.7	12.4	10.7	10.0	9.5	11.1
	3 to 5 years	6.1	8.2	10.9	10.9	11.2	6.7	9.5	11.1
	5 to 10 years	16.5	9.8	16.0	17.5	15.4	19.2	12.7	12.5
	10 to 20 years	27.2	27.9	24.0	21.2	23.2	25.0	29.6	33.3
	More than 20 years	21.4	21.3	23.3	17.5	22.5	21.7	27.8	23.6
8. <i>Industry</i>	Manufacturing	14.6	18.0	13.0	11.7	14.5	14.2	5.3	4.2
	Mining	1.0	0.0	0.5	1.5	0.4	0.0	0.7	1.4
	Construction	4.5	6.6	4.5	3.6	5.8	6.7	7.0	5.6
	Wholesale or Retail Trade	12.6	13.1	8.4	13.1	8.3	12.5	7.4	8.3
	Financer, Insurance or Real Estate	4.2	1.6	4.9	3.6	3.6	4.2	5.3	6.9
	Local Government	5.2	4.9	3.2	2.9	4.9	4.2	6.0	4.2
	State Government	6.5	0.0	7.5	5.1	9.8	15.8	7.0	5.6
	Federal Government	2.9	3.3	4.1	3.6	0.4	0.8	2.1	1.4
	Transportation, Communication or Public Utilities	8.5	13.1	6.2	6.6	4.9	1.7	8.8	8.3
	Farming, Hunting, Fishing, Landscaping, or Other	1.6	1.6	3.4	2.9	2.9	1.7	2.8	6.9
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	23.6	21.3	27.1	32.1	26.8	23.3	29.6	25.0
9. <i>Monthly wages</i>	Less than \$500	4.9	11.5	6.2	13.1	5.8	11.7	4.6	4.2
	\$500 up to \$1,000	11.7	13.1	11.5	21.2	13.8	20.0	8.8	13.9
	\$1,000 up to \$2,000	29.8	36.1	23.8	29.9	27.9	31.7	21.8	26.4
	\$2,000 up to \$3,000	18.8	19.7	15.1	13.1	21.0	16.7	19.7	20.8
	\$3,000 up to \$4,000	5.8	3.3	9.2	6.6	6.7	5.0	13.0	9.7
	\$4,000 up to \$6,000	5.5	0.0	8.6	4.4	5.1	4.2	8.8	6.9
	More than \$6,000	3.6	1.6	6.8	2.9	2.9	2.5	6.3	2.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

<u>WIAA</u>		<u>Region 5</u>		<u>Region 6</u>		<u>Region 7</u>		<u>Region 8</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		85.3	79.2	76.8	70.0	78.1	69.2	84.2	78.5
2. Percent of part-timers who wish to work full-time		30.6	52.9	44.1	68.0	30.7	40.6	43.2	50.0
3. Percent of workers with more than one job		8.2	9.4	7.4	8.9	11.3	10.8	10.6	14.9
4. Average commute time (one-way)	Up to 20 minutes	59.1	59.4	52.8	58.4	50.2	53.2	55.5	53.2
	20 to 40 minutes	25.2	25.6	26.1	22.8	31.3	29.7	31.9	34.0
	40 minutes to an hour	7.8	9.4	13.6	13.9	10.8	9.9	9.2	8.5
	More than an hour	3.2	4.4	4.0	2.0	3.2	3.6	2.0	2.1
5. Commute distance	Less than 10 miles	44.4	43.8	43.2	43.6	42.1	42.3	43.1	40.4
	10 to 25 miles	31.3	35.0	24.7	24.8	28.1	29.7	32.5	36.2
	25 to 45 miles	12.5	11.3	15.6	17.8	17.5	18.0	16.4	14.9
	More than 45 miles	5.9	6.3	12.2	9.9	7.6	5.4	4.6	4.3
6. Occupation	Farmer/Farming/Hunting/Fishing	2.1	0.6	1.7	2.0	2.0	0.0	1.7	2.1
	Manager/Teacher/Professional	4.8	14.4	21.6	15.8	19.7	14.4	17.5	17.0
	Administrative Support/Clerical	7.9	6.9	11.6	10.9	10.8	13.5	10.9	8.5
	Laborer	8.8	9.4	6.5	10.9	6.7	6.3	5.7	7.4
	Technician/Machine Operator/Assembler/Inspector	15.1	18.8	11.4	13.9	7.9	11.7	14.9	14.9
	Transportation Operator	3.4	1.9	4.3	3.0	3.4	3.6	1.1	1.1
	Retail/Wholesale Salesperson	6.9	5.6	3.7	5.9	6.2	8.1	3.4	5.3
	Police/Army	1.8	3.8	1.4	1.0	1.2	0.0	1.7	2.1
	Mechanic/Repairer	1.7	1.3	0.6	0.0	0.7	0.9	2.6	3.2
	Doctor/Vet	0.3	0.6	0.6	1.0	0.5	0.0	0.6	0.0
	Nurse	6.1	5.0	5.4	6.9	4.9	4.5	4.9	0.0
	Hotel/Restaurant/House Help	3.5	5.0	6.8	8.9	4.9	6.3	3.7	6.4
	Student	0.3	0.0	0.3	1.0	0.2	0.0	0.9	3.2
	Others	26.8	26.3	23.9	18.8	30.3	30.6	29.3	26.6
7. Years at current/primary job	Less than a year	13.7	17.5	14.2	17.8	15.3	21.6	13.8	14.9
	1 to 3 years	8.7	13.8	8.8	6.9	10.1	10.8	10.1	9.6
	3 to 5 years	9.8	11.9	11.9	10.9	7.6	15.3	10.1	9.6
	5 to 10 years	15.4	11.3	18.5	24.8	15.5	18.0	14.4	18.1
	10 to 20 years	26.1	24.4	25.3	24.8	25.4	19.8	27.3	28.7
	More than 20 years	25.2	20.6	20.5	13.9	24.1	11.7	23.9	18.1
8. Industry	Manufacturing	17.7	20.6	11.1	10.9	9.9	15.3	17.5	17.0
	Mining	0.3	0.0	0.6	1.0	0.0	0.0	0.0	0.0
	Construction	7.2	6.3	2.6	1.0	5.2	5.4	4.0	5.3
	Wholesale or Retail Trade	7.9	10.0	9.4	14.9	11.1	9.0	5.2	5.3
	Financier, Insurance or Real Estate	2.1	1.3	2.3	2.0	3.7	0.0	3.2	3.2
	Local Government	4.3	4.4	4.5	6.9	3.9	5.4	4.3	4.3
	State Government	8.1	8.8	10.8	8.9	3.9	10.8	10.3	11.7
	Federal Government	2.1	2.5	2.0	1.0	3.7	3.6	3.4	4.3
	Transportation, Communication or Public Utilities	6.3	5.0	7.4	5.0	6.9	6.3	6.0	3.2
	Farming, Hunting, Fishing, Landscaping, or Other	4.0	2.5	4.5	5.0	3.2	0.9	2.6	4.3
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	26.1	23.1	29.8	35.6	27.1	30.6	27.9	25.5
9. Monthly wages	Less than \$500	4.1	6.3	8.5	15.8	5.9	10.8	7.2	10.6
	\$500 up to \$1,000	13.4	20.0	17.6	26.7	11.1	18.9	13.5	14.9
	\$1,000 up to \$2,000	25.3	36.3	25.9	28.7	22.9	26.1	21.6	24.5
	\$2,000 up to \$3,000	18.3	16.9	17.6	8.9	19.7	20.7	17.0	13.8
	\$3,000 up to \$4,000	9.5	7.5	7.7	4.0	8.6	3.6	14.4	14.9
	\$4,000 up to \$6,000	6.4	3.1	4.8	4.0	6.2	1.8	6.0	4.3
	More than \$6,000	5.9	1.3	3.4	1.0	8.6	3.6	5.5	5.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

<u>WIAA</u>		<u>Region 9</u>		<u>Region 10</u>		<u>Jefferson Region</u>		<u>Mobile Region</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		79.8	73.3	79.6	75.6	77.6	69.2	72.8	56.2
2. <i>Percent of part-timers who wish to work full-time</i>		28.4	40.9	32.5	53.8	23.8	36.8	27.1	37.5
3. <i>Percent of workers with more than one job</i>		8.1	14.4	9.8	10.1	8.7	5.1	8.2	7.6
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	59.5	58.9	66.5	61.3	53.0	53.8	59.3	57.6
	20 to 40 minutes	26.5	31.1	21.4	28.6	35.4	35.9	27.6	27.2
	40 minutes to an hour	7.6	6.7	6.0	3.4	7.2	6.4	4.1	10.7
	More than an hour	2.3	2.2	2.6	1.7	0.9	2.6	3.4	1.5
5. <i>Commute distance</i>	Less than 10 miles	50.4	48.9	55.2	54.6	40.6	33.3	47.0	43.9
	10 to 25 miles	24.2	24.4	26.3	26.9	39.1	44.9	33.2	36.4
	25 to 45 miles	14.2	16.7	9.6	9.2	12.2	12.8	9.3	10.6
	More than 45 miles	5.1	6.7	4.9	2.5	3.2	5.1	6.3	3.0
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	1.8	2.2	2.3	0.0	0.9	1.3	0.7	1.5
	Manager/Teacher/Professional	17.0	11.1	17.8	15.1	20.3	25.6	16.8	9.1
	Administrative Support/Clerical	13.5	6.7	8.5	8.4	15.4	14.1	10.8	10.6
	Laborer	3.6	5.6	4.3	4.2	4.9	5.1	2.6	1.5
	Technician/Machine Operator/Assembler/Inspector	11.6	10.0	12.1	12.6	6.4	3.8	10.1	9.1
	Transportation Operator	3.2	1.1	3.0	5.0	0.9	1.3	2.2	3.0
	Retail/Wholesale Salesperson	5.6	7.8	4.7	5.0	7.0	11.5	7.8	15.2
	Police/Army	1.3	2.2	2.3	2.5	0.3	0.0	1.1	1.5
	Mechanic/Repairer	1.8	1.1	0.9	1.7	0.3	0.0	1.1	1.5
	Doctor/Vet	0.0	0.0	0.9	1.7	0.9	0.0	1.1	0.0
	Nurse	6.9	8.9	5.3	5.9	6.1	5.1	5.6	7.6
	Hotel/Restaurant/House Help	4.6	6.7	4.3	4.2	3.8	2.6	7.8	10.6
	Student	0.6	1.1	0.6	0.8	0.3	1.3	0.4	1.5
	Others	28.4	35.6	32.9	32.8	32.2	26.9	31.3	27.3
7. <i>Years at current/primary job</i>	Less than a year	18.3	20.0	13.2	16.0	11.6	12.8	14.2	21.2
	1 to 3 years	8.7	7.8	10.8	13.4	12.2	12.8	9.7	10.6
	3 to 5 years	8.9	7.8	8.5	6.7	10.1	5.1	11.2	15.2
	5 to 10 years	17.0	16.7	15.7	23.5	16.2	20.5	15.7	15.2
	10 to 20 years	21.9	27.8	23.1	23.5	25.5	23.1	20.1	16.7
	More than 20 years	24.7	20.0	27.4	13.1	24.1	24.4	28.7	21.2
8. <i>Industry</i>	Manufacturing	10.2	12.2	10.6	11.8	5.5	6.4	4.9	4.5
	Mining	1.3	0.0	0.6	0.8	0.6	2.6	0.0	0.0
	Construction	4.8	7.8	4.2	3.4	6.4	3.8	5.2	3.0
	Wholesale or Retail Trade	7.4	8.9	8.3	10.1	7.5	15.4	8.6	13.6
	Financer, Insurance or Real Estate	3.3	1.1	4.2	3.4	7.0	6.4	4.5	4.5
	Local Government	4.8	4.4	5.5	5.9	5.5	5.1	3.0	4.5
	State Government	9.4	6.7	7.2	10.9	3.8	1.3	6.0	4.5
	Federal Government	1.5	0.0	6.0	2.5	2.3	1.3	4.5	1.5
	Transportation, Communication or Public Utilities	5.9	3.3	5.9	5.0	6.7	6.4	6.7	7.6
	Farming, Hunting, Fishing, Landscaping, or Other	4.1	6.7	3.0	1.7	0.9	2.6	2.6	1.5
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	33.8	34.4	29.7	29.4	36.8	29.5	37.7	36.4
9. <i>Monthly wages</i>	Less than \$500	7.4	16.7	4.5	8.4	4.3	10.3	4.1	10.6
	\$500 up to \$1,000	15.3	16.7	10.2	15.1	9.0	11.5	13.4	22.7
	\$1,000 up to \$2,000	20.6	23.3	25.3	28.6	22.3	32.1	25.3	22.7
	\$2,000 up to \$3,000	16.8	16.7	19.1	19.3	20.9	17.9	18.3	18.2
	\$3,000 up to \$4,000	11.2	8.9	11.2	10.9	7.0	2.6	9.5	13.6
	\$4,000 up to \$6,000	6.6	5.6	7.8	2.5	9.9	9.0	6.4	4.5
	More than \$6,000	3.8	2.2	6.6	4.2	8.1	9.0	5.9	4.5

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

<u>WIAA</u>	<u>Region 1</u>		<u>Region 2</u>		<u>Region 3</u>		<u>Region 4</u>	
Job Fitness	Emp	Und	Emp	Und	Emp	Und	Emp	Und
10. Percent of workers whose current job fits well with their education and training, skills, and experience	83.8	60.7	81.8	65.7	85.5	72.5	89.7	80.3
11. Percent of workers who believe they are qualified for a better job	57.3	72.1	54.1	83.9	64.7	89.2	55.3	80.6
Reasons: Education and training	75.1	79.5	79.3	80.9	73.8	78.5	77.1	72.4
Skills	76.3	79.5	76.6	80.9	73.1	79.4	79.0	74.1
Experience	82.5	84.1	82.3	87.0	82.1	84.1	86.6	81.0
12. Additional income for which workers would leave current job								
0 to 5% more	7.4	13.1	7.6	9.5	7.1	7.5	6.0	2.8
5 to 15% more	15.9	23.0	22.9	28.5	19.0	30.0	18.7	26.4
15 to 30% more	23.6	27.9	19.4	23.4	26.3	25.0	26.8	41.7
30 to 50% more	15.2	16.4	11.5	13.1	13.2	20.0	13.4	12.5
More than 50% more	7.4	4.9	6.8	7.3	6.7	6.7	8.5	4.2
*** Would not leave current job	27.2	11.5	28.8	16.1	23.9	10.0	24.6	12.5
13. Additional commute for new job								
0 to 10 miles	23.6	24.1	31.4	27.0	25.8	24.1	35.5	31.7
10 to 20 miles	34.7	27.8	31.9	29.6	27.9	28.7	24.3	25.4
more than 20 miles	37.8	42.6	32.8	39.1	41.1	43.5	37.4	41.3
14. Additional one-way commute time								
0 to 10 minutes	16.4	20.4	23.7	27.0	22.3	18.5	28.5	23.8
10 to 20 minutes	31.1	14.8	27.1	29.6	22.9	20.4	25.2	27.0
more than 20 minutes	48.0	59.3	45.8	39.1	49.9	58.3	43.9	47.6
15. Percent of workers who sought better job in past three months	22.7	42.6	18.0	25.2	25.2	31.5	22.0	33.3
Underemployment								
16. Percent of workers who say they are currently underemployed	19.4	100.0	21.7	100.0	26.2	100.0	25.2	100.0
17. Reasons respondents give for being	Und	NnW	Und	NnW	Und	NnW	Und	NnW
A lack of job opportunities in their area	62.3	8.7	43.8	7.8	55.0	16.0	45.8	6.3
The low wages at the available jobs	57.4	6.4	40.1	5.5	54.2	9.1	44.4	4.0
They live too far from jobs	37.7	2.6	15.3	1.9	26.7	6.7	23.6	2.2
They are in school or undergoing training	11.5	5.5	15.3	3.4	12.5	4.0	8.3	3.6
Their spouse or partner has a really good job	13.1	6.4	13.9	5.8	14.2	5.3	9.7	9.4
They are retired or because of social security limitations	8.2	33.4	8.0	38.4	3.3	35.5	6.9	30.9
Disability or other health concerns	6.6	36.3	6.6	31.0	5.0	37.9	8.3	37.2
Child care responsibilities	27.9	7.6	19.7	7.1	17.5	7.5	23.6	11.7
They take care of someone other than a child	11.5	4.7	7.3	4.2	5.8	2.7	12.5	3.6
Other family or personal obligations	21.3	4.4	16.1	4.6	20.0	5.3	31.9	5.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

<u>WIAA</u>	<u>Region 5</u>		<u>Region 6</u>		<u>Region 7</u>		<u>Region 8</u>	
	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
<u>Job Fitness</u>								
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>	85.4	74.4	81.8	66.3	81.2	62.2	83.6	64.9
11. <i>Percent of workers who believe they are qualified for a better job</i>	57.3	80.0	65.6	85.1	65.5	85.6	58.3	85.1
Reasons: Education and training	74.7	79.7	78.4	76.7	79.7	87.4	79.3	80.0
Skills	77.4	79.7	77.1	74.4	77.8	74.7	77.3	76.3
Experience	81.9	80.5	84.0	84.9	85.7	85.3	82.8	86.3
12. <i>Additional income for which workers would leave current job</i>								
0 to 5% more	7.5	11.3	7.1	10.9	9.9	14.4	8.6	9.6
5 to 15% more	20.6	27.5	23.4	29.7	19.0	29.7	19.8	27.7
15 to 30% more	23.2	30.6	22.5	30.7	23.4	20.7	22.1	25.5
30 to 50% more	9.5	8.8	10.5	13.9	12.3	11.7	11.8	14.9
More than 50% more	6.3	8.1	9.4	8.9	8.1	5.4	8.3	4.3
*** Would not leave current job	30.2	11.3	23.7	4.0	23.9	16.2	27.3	17.0
13. <i>Additional commute for new job</i>								
0 to 10 miles	25.5	23.9	23.9	17.5	30.4	26.9	28.9	24.4
10 to 20 miles	26.6	29.6	21.6	23.7	25.6	22.6	30.0	37.2
more than 20 miles	43.9	43.7	49.6	54.6	39.8	45.2	37.5	34.6
14. <i>Additional one-way commute time</i>								
0 to 10 minutes	20.3	18.3	18.7	15.5	22.3	20.4	25.3	17.9
10 to 20 minutes	23.6	22.5	19.8	18.6	27.2	23.7	26.5	28.2
more than 20 minutes	52.6	57.0	56.3	60.8	46.6	52.7	44.7	50.0
15. <i>Percent of workers who sought better job in past three months</i>	17.2	30.3	22.8	29.9	25.2	39.8	13.8	28.2
<u>Underemployment</u>								
16. <i>Percent of workers who say they are currently underemployed</i>	23.6	100.0	28.5	100.0	26.8	100.0	26.6	100.0
17. <i>Reasons respondents give for being</i>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area	55.6	10.0	60.4	25.9	37.8	13.6	41.5	13.8
The low wages at the available jobs	37.5	6.7	52.5	12.5	41.4	10.0	44.7	9.9
They live too far from jobs	21.9	4.0	36.6	8.5	12.6	5.7	18.1	5.5
They are in school or undergoing training	8.1	3.3	11.9	5.4	8.1	4.9	8.5	4.7
Their spouse or partner has a really good job	15.6	5.2	5.9	5.7	12.6	6.5	9.6	6.6
They are retired or because of social security limitations	2.5	37.5	5.0	33.3	9.9	29.5	2.1	26.5
Disability or other health concerns	6.3	34.8	5.0	34.2	6.3	33.1	9.6	39.5
Child care responsibilities	20.0	8.6	18.8	8.3	18.9	8.9	21.3	9.9
They take care of someone other than a child	9.4	3.6	11.9	3.8	7.2	3.0	8.5	4.7
Other family or personal obligations	20.6	4.1	14.9	4.5	16.2	5.7	23.4	3.9

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

<u>WIAA</u>	<u>Region 9</u>		<u>Region 10</u>		<u>Jefferson Region</u>		<u>Mobile Region</u>	
	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
<u>Job Fitness</u>								
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>	84.2	74.4	89.8	81.5	84.3	74.4	88.8	77.3
11. <i>Percent of workers who believe they are qualified for a better job</i>	57.5	78.9	55.8	79.0	65.5	89.7	63.8	83.3
Reasons: Education and training	78.3	76.1	79.0	78.7	80.5	84.3	80.7	83.6
Skills	84.1	77.5	78.6	80.9	81.0	77.1	78.4	80.0
Experience	88.9	87.3	84.4	85.1	85.0	84.3	81.9	81.8
12. <i>Additional income for which workers would leave current job</i>								
0 to 5% more	7.9	11.1	6.2	11.8	6.1	10.3	8.2	7.6
5 to 15% more	19.6	20.0	21.2	25.2	23.8	26.9	20.1	36.4
15 to 30% more	21.6	30.0	21.0	22.7	28.4	32.1	22.8	22.7
30 to 50% more	10.7	13.3	11.5	12.6	10.4	9.0	10.1	10.6
More than 50% more	9.4	10.0	6.6	10.1	7.2	3.8	6.7	7.6
*** Would not leave current job	27.0	13.3	30.8	15.1	22.3	16.7	31.0	15.2
13. <i>Additional commute for new job</i>								
0 to 10 miles	26.1	23.1	25.3	17.8	33.2	23.1	31.9	32.1
10 to 20 miles	24.7	25.6	29.4	25.7	26.9	27.7	25.4	25.0
more than 20 miles	42.9	50.0	40.9	54.5	35.1	44.6	36.8	37.5
14. <i>Additional one-way commute time</i>								
0 to 10 minutes	21.3	14.1	20.7	13.9	26.1	20.0	22.2	21.4
10 to 20 minutes	25.8	30.8	25.1	20.8	30.6	32.3	24.9	21.4
more than 20 minutes	46.7	53.8	50.4	63.4	38.8	43.1	48.6	55.4
15. <i>Percent of workers who sought better job in past three months</i>	20.2	32.1	20.7	34.7	22.8	35.4	21.1	42.9
<u>Underemployment</u>								
16. <i>Percent of workers who say they are currently underemployed</i>	22.8	100.0	22.2	100.0	22.5	100.0	24.6	100.0
17. <i>Reasons respondents give for being</i>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area	46.7	12.1	50.4	10.2	30.8	8.5	47.0	9.4
The low wages at the available jobs	47.8	8.0	49.6	8.6	35.9	6.7	43.9	6.8
They live too far from jobs	31.3	4.5	25.2	3.9	12.8	2.4	12.1	3.9
They are in school or undergoing training	5.6	3.9	6.7	4.7	9.0	4.5	13.6	4.2
Their spouse or partner has a really good job	8.9	8.4	15.1	4.9	14.1	7.9	13.6	13.0
They are retired or because of social security limitations	7.8	17.9	3.4	31.8	3.8	28.2	10.6	20.5
Disability or other health concerns	7.8	38.1	5.9	36.5	6.4	33.3	9.1	28.9
Child care responsibilities	15.6	9.7	23.5	7.5	20.5	9.7	25.8	9.4
They take care of someone other than a child	5.6	5.8	9.2	5.3	7.7	6.4	6.1	5.8
Other family or personal obligations	14.4	6.8	18.5	3.7	23.1	6.7	24.2	6.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table A3. WIAA Underemployment Survey Results (Percent, continued)

<u>WIAA</u>		<u>Region 1</u>			<u>Region 2</u>			<u>Region 3</u>			<u>Region 4</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		66.0	55.7	60.7	72.1	55.8	64.2	60.7	45.6	59.2	67.3	56.6	68.1
19. Sex	Female	58.9	68.0	52.5	58.2	72.4	63.5	59.8	70.5	65.0	59.5	75.2	61.1
	Male	41.1	32.0	47.5	41.8	27.6	36.5	40.2	29.5	35.0	40.5	24.8	38.9
20. Median age		44	62	44	43	65	43	42	63	40	43	61	41
21. Ethnicity	Hispanic	1.3	0.6	0.0	0.5	0.9	0.7	1.6	1.7	2.5	1.8	0.4	1.4
21b. Race	White	91.3	91.4	83.9	90.8	90.2	85.4	68.5	62.9	65.0	93.7	88.9	90.3
	African-American/Other	7.8	7.7	11.4	8.0	8.6	13.1	31.3	35.5	35.0	4.3	9.7	8.0
22. Last school grade													
	High Sch./less, no diploma	10.0	27.7	11.5	6.6	26.3	5.8	8.9	33.4	8.3	9.5	30.5	12.5
	High School or GED	34.0	38.3	32.8	30.0	37.7	25.5	33.5	41.4	30.0	30.3	35.8	34.7
	Some college, no degree	23.6	17.1	27.9	20.9	15.4	25.5	19.4	10.6	27.5	22.5	14.6	29.2
	Jr. College/trade school/associate degree	9.1	7.1	13.1	12.0	5.4	16.1	15.2	5.2	15.8	9.2	6.6	5.6
	4-year college graduate/BA	13.3	5.7	9.8	18.3	9.8	19.7	15.0	4.8	13.3	16.9	9.3	8.3
	Postgraduate/Masters	9.7	2.9	4.9	11.8	4.7	7.3	8.0	4.3	5.0	11.6	2.2	9.7

<u>WIAA</u>		<u>Region 5</u>			<u>Region 6</u>			<u>Region 7</u>			<u>Region 8</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		67.4	54.4	63.1	55.1	41.9	51.5	59.4	53.4	50.5	58.0	39.8	50.0
19. Sex	Female	56.3	71.8	60.0	67.0	72.4	78.2	60.6	70.9	63.1	60.9	74.7	63.8
	Male	43.7	28.2	40.0	33.0	27.6	21.8	39.4	29.1	36.9	39.1	25.3	36.2
20. Median age		44	63	41	43	60	41.5	43	62	43	45	62	46
21. Ethnicity	Hispanic	1.8	1.2	1.9	1.7	1.9	0.0	0.2	1.2	0.9	1.7	2.2	1.1
21b. Race	White	79.6	81.1	79.4	43.2	41.9	28.7	66.7	63.2	57.7	55.7	51.8	51.1
	African-American/Other	19.8	17.1	20.1	56.2	56.0	70.3	33.0	35.0	41.4	43.4	44.2	48.9
22. Last school grade													
	High Sch./less, no diploma	13.7	30.0	10.0	7.1	24.4	5.0	8.4	24.1	11.7	11.2	28.9	11.7
	High School or GED	36.7	38.6	36.3	34.7	45.4	32.7	31.8	38.4	29.7	33.3	33.8	25.5
	Some college, no degree	16.0	13.4	21.3	19.6	13.8	27.7	16.3	15.9	17.1	18.7	12.8	23.4
	Jr. College/trade school/associate degree	10.5	5.1	13.8	11.6	5.2	9.9	13.3	6.3	13.5	10.1	6.8	14.5
	4-year college graduate/BA	14.6	6.6	11.3	16.5	7.0	15.8	19.0	10.6	18.9	16.1	11.4	14.5
	Postgraduate/Masters	8.2	4.8	6.9	10.2	3.3	7.9	11.1	4.0	9.0	10.6	4.4	9.6

<u>WIAA</u>		<u>Region 9</u>			<u>Region 10</u>			<u>Jefferson Region</u>			<u>Mobile Region</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		65.4	52.7	60.0	63.5	47.2	51.3	56.5	48.0	53.8	59.3	49.4	48.5
19. Sex	Female	63.1	73.5	64.4	56.9	67.1	58.0	60.9	72.8	57.7	54.5	73.4	66.7
	Male	36.9	26.3	35.6	42.9	32.9	42.0	39.1	27.2	42.3	45.5	26.3	33.3
20. Median age		44	63	41	45	64	42	42	64	41	43	62	41
21. Ethnicity	Hispanic	1.8	1.8	1.1	1.1	0.8	0.0	2.0	0.6	1.3	1.9	1.0	0.0
21b. Race	White	69.7	70.7	64.4	75.4	71.5	63.9	59.7	63.1	60.3	67.2	67.2	59.1
	African-American/Other	29.3	24.2	33.3	23.6	27.1	36.1	38.6	35.6	39.7	31.8	30.8	40.9
22. Last school grade													
	High Sch./less, no diploma	10.4	24.8	12.2	8.3	31.9	10.1	7.2	16.9	6.4	9.3	20.8	4.5
	High School or GED	35.9	39.9	37.8	34.4	33.3	42.0	21.7	37.8	20.5	28.4	42.9	30.3
	Some college, no degree	19.8	12.8	18.9	18.9	15.5	18.5	19.4	16.0	26.9	19.8	17.2	19.7
	Jr. College/trade school/associate degree	11.5	6.5	13.3	12.7	5.4	8.4	10.1	5.7	14.1	12.3	4.5	22.7
	4-year college graduate/BA	13.0	10.2	11.1	16.1	8.4	12.6	25.5	13.9	19.2	19.0	10.7	12.1
	Postgraduate/Masters	9.2	5.1	6.7	9.6	4.4	8.4	15.7	7.9	12.8	10.4	3.6	10.6

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 1



Underemployment in Workforce Investment Advisory Area, Region 1

WIAA Region 1 comprises of the five counties shown in Table 1.1. The area's underemployment rate of 19.4 percent is lower than the state's 24 percent. Based on December 2004 labor force information, this means that about 17,600 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 24,000 for the area. This number is almost four times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's lower underemployment rate gives it 3.6 percent of the state's underemployed although it has 4.4 percent of the state's workers.

Table 1.1 Region 1 Underemployed

	<u>Alabama</u>	<u>Region 1</u>	<u>Colbert</u>	<u>Franklin</u>	<u>Lauderdale</u>	<u>Marion</u>	<u>Winston</u>
Labor Force	2,170,500	97,180	24,170	15,330	38,660	13,680	5,340
Employed	2,061,500	90,810	22,340	14,370	36,150	12,980	4,970
Underemployment rate	24.0%	19.4%	12.9%	19.1%	19.0%	28.1%	18.5%
Underemployed workers	494,760	17,617	2,882	2,745	6,869	3,647	919
Unemployed	109,000	6,370	1,830	960	2,510	700	370
Available labor pool	603,760	23,987	4,712	3,705	9,379	4,347	1,289

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 12.9 percent in Colbert County to 28.1 percent in Marion, which is the only county with an underemployment rate that exceeds the Alabama rate (Table 1.1). The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 1.2 shows the detailed underemployment survey results.

Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results for the underemployed are not presented for Colbert, Franklin, and Lauderdale counties because they had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment, but reliable inferences on their characteristics cannot be made.

Almost 80 percent of the employed are full-time workers, 9 percent hold more than one job, and 26 percent of part-time workers wish to work full-time. The one-way commute takes up to 20 minutes for 63 percent of the employed, but 10 percent take more than 40 minutes, with 3.6 percent spending more than an hour. Fifty-four percent commute less than 10 miles; 16.5 percent travel more than 25 miles with 5.8 percent exceeding 45 miles. Forty-nine percent have 10 or more years on the job and 21 percent have more than 20 years job tenure. Median monthly wage is between \$1,000 and \$2,000.

Of the employed, 84 percent say their jobs fit well with their education, training, skills, and experience. However, 57 percent believe they are qualified for a better job based on the same education and training, skills, and experience. Twenty-three percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 23 percent would leave their jobs; 46 percent will leave for more than that; 7.4 percent want more than a 50 percent raise. Twenty-four percent will add up to 10 miles to the one-way commute for the higher-paying job, but 38 percent are prepared to go 20 or more extra miles. For a better job, 48 percent will increase the one-way commute by more than 20 minutes while 16 percent will not consider adding more than 10 minutes.

Among the underemployed, 75 percent work full-time, 3 percent hold more than one job, and 50 percent of part-time workers want full-time work. About half (49 percent) commute for up to 20 minutes one-way, 21 percent drive for over 40 minutes, eight percent take more than an hour. The commute is less than 10 miles for 46 percent of the underemployed; 31 percent have more than 25 miles to travel; and 15 percent exceed 45 miles. The underemployed have been in their current jobs for slightly fewer years than the employed. Sixty-one percent earn up to \$2,000 monthly versus 46 percent employed. More underemployed are in the manufacturing and transportation, communication, and utilities sectors.

About 61 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. Seventy-two percent believe they are qualified for a better job based on the same education and training, skills, and experience. Forty-three percent have sought better jobs in the preceding three months. Thirty-six percent would leave current job for up to 15 percent more income; 49 percent would leave for more than 15 percent higher wages, with five percent wanting more than a 50 percent raise. Twenty-four percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 43 percent are prepared to add 20 miles or more. Almost 60 percent are willing to increase the one-way commute by more than 20 minutes for this new job while 20 percent will not consider driving more than 10 minutes.

Of a total 659 respondents, 309 or 47 percent are employed. Primary reasons for underemployment are (i) lack of job opportunities in their area, (ii) low wages at available jobs, and (iii) live too far from jobs. The main reasons for not working are (i) disability or other health concerns and (ii) retirement or social security limitations. Sixty-six percent employed, 56 percent nonworkers, and 61 percent underemployed are married. Men were 41 percent of employed, 32 percent nonworkers, and 48 percent underemployed. The median age is 44 for employed and underemployed, and 62 for nonworkers. Roughly 91 percent of employed and nonworkers and 84 percent of underemployed are white; Hispanics are a tiny portion of respondents.

Ten percent of the employed and 12 percent of the underemployed do not hold a high school diploma or equivalent, compared to 28 percent of nonworkers. Twenty-three percent employed, 15 percent underemployed, and 9 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 1 has a 24,000-strong labor pool that is willing to commute and is seeking higher wage jobs.

Table 1.2 Underemployment Survey Results, Region 1 (Percent)

<u>County/WIAA</u>		<u>Colbert</u>		<u>Franklin</u>		<u>Lauderdale</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		86.4		85.2		74.6	
2. <i>Percent of part-timers who wish to work full-time</i>		11.1		12.5		31.3	
3. <i>Percent of workers with more than one job</i>		4.5		9.5		9.5	
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	61.2		60.3		57.1	
	20 to 40 minutes	26.9		25.4		22.2	
	40 minutes to an hour	6.0		6.3		9.5	
	More than an hour	4.5		0.0		4.8	
5. <i>Commute distance</i>	Less than 10 miles	52.2		50.8		52.4	
	10 to 25 miles	28.4		23.8		25.4	
	25 to 45 miles	13.4		17.5		7.9	
	More than 45 miles	3.6		1.6		9.5	
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	1.5		3.2		0.0	
	Manager/Teacher/Professional	23.9		20.6		27.0	
	Administrative Support/Clerical	7.5		11.1		9.5	
	Laborer	6.0		6.3		9.5	
	Technician/Machine Operator/Assembler/Inspector	9.0		11.1		4.8	
	Transportation Operator	4.5		1.6		3.2	
	Retail/Wholesale Salesperson	13.4		3.2		7.9	
	Police/Army	0.0		0.0		0.0	
	Mechanic/Repairer	1.5		1.6		3.2	
	Doctor/Vet	0.0		0.0		0.0	
	Nurse	3.0		11.1		3.2	
	Hotel/Restaurant/House Help	4.5		4.8		3.2	
	Student	0.0		0.0		0.0	
	Others	25.4		25.4		28.6	
7. <i>Years at current/primary job</i>	Less than a year	11.9		12.7		14.3	
	1 to 3 years	12.9		17.5		9.5	
	3 to 5 years	3.0		6.3		7.9	
	5 to 10 years	17.9		12.7		17.5	
	10 to 20 years	25.4		36.5		13.8	
	More than 20 years	29.9		12.7		22.2	
8. <i>Industry</i>	Manufacturing	9.0		14.3		4.8	
	Mining	0.0		1.6		0.0	
	Construction	1.5		6.3		7.9	
	Wholesale or Retail Trade	19.4		7.9		14.3	
	Financer, Insurance or Real Estate	3.0		4.8		3.2	
	Local Government	4.5		3.2		7.9	
	State Government	11.9		6.3		7.9	
	Federal Government	1.5		1.6		6.3	
	Transportation, Communication or Public Utilities	4.5		1.6		9.5	
	Farming, Hunting, Fishing, Landscaping, or Other	3.0		1.6		0.0	
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	17.9		31.7		15.9	
9. <i>Monthly wages</i>	Less than \$500	4.5		4.8		7.9	
	\$500 up to \$1,000	11.9		7.9		14.3	
	\$1,000 up to \$2,000	26.9		33.3		27.0	
	\$2,000 up to \$3,000	19.4		22.2		19.0	
	\$3,000 up to \$4,000	6.0		9.5		3.2	
	\$4,000 up to \$6,000	9.0		3.2		7.9	
	More than \$6,000	3.0		1.6		4.8	

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Colbert, Franklin, and Lauderdale counties because they are statistically unreliable.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

<u>County/WIAA</u>		<u>Marion</u>		<u>Winston</u>		<u>Region 1</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		81.0	70.6	83.0	90.0	79.6	75.0
2. Percent of part-timers who wish to work full-time		33.3	75.0	37.5	0.0	26.0	50.0
3. Percent of workers with more than one job		10.9	5.6	11.1	0.0	9.1	3.3
4. Average commute time (one-way)	Up to 20 minutes	59.4	38.9	74.1	70.0	62.5	49.2
	20 to 40 minutes	23.4	22.2	18.5	10.0	23.0	23.0
	40 minutes to an hour	6.3	11.1	3.7	10.0	6.5	13.1
	More than an hour	7.8	16.7	0.0	0.0	3.6	8.2
5. Commute distance	Less than 10 miles	48.4	33.3	64.8	70.0	53.7	45.9
	10 to 25 miles	29.7	22.2	20.4	0.0	25.2	16.4
	25 to 45 miles	6.3	5.6	7.4	20.0	10.7	16.4
	More than 45 miles	12.5	27.8	1.9	0.0	5.8	14.8
6. Occupation	Farmer/Farming/Hunting/Fishing	0.0	0.0	0.0	0.0	1.0	0.0
	Manager/Teacher/Professional	14.1	11.1	5.6	10.0	18.8	9.8
	Administrative Support/Clerical	9.4	16.7	18.5	0.0	11.0	8.2
	Laborer	6.3	0.0	11.1	10.0	7.4	13.1
	Technician/Machine Operator/Assembler/Inspector	17.2	11.1	7.4	0.0	10.0	9.8
	Transportation Operator	3.1	11.1	0.0	0.0	2.6	4.9
	Retail/Wholesale Salesperson	1.6	0.0	9.3	0.0	7.1	4.9
	Police/Army	3.1	0.0	1.9	0.0	1.0	0.0
	Mechanic/Repairer	0.0	0.0	1.9	10.0	1.6	3.3
	Doctor/Vet	1.6	0.0	0.0	0.0	0.3	0.0
	Nurse	4.7	5.6	3.7	0.0	5.2	4.9
	Hotel/Restaurant/House Help	4.7	5.6	0.0	0.0	3.6	6.6
	Student	0.0	0.0	0.0	0.0	0.0	0.0
	Others	32.8	33.3	40.7	70.0	30.1	32.8
7. Years at current/primary job	Less than a year	20.3	16.7	22.2	20.0	16.2	16.4
	1 to 3 years	10.9	11.1	5.6	10.0	11.3	16.4
	3 to 5 years	6.3	0.0	9.3	30.0	6.1	8.2
	5 to 10 years	15.6	5.6	18.5	10.0	16.5	9.8
	10 to 20 years	26.6	27.8	22.2	10.0	27.2	27.9
	More than 20 years	20.3	38.9	22.2	20.0	21.4	21.3
8. Industry	Manufacturing	17.2	11.1	29.6	40.0	14.6	18.0
	Mining	1.6	0.0	1.9	0.0	1.0	0.0
	Construction	3.1	0.0	5.6	10.0	4.5	6.6
	Wholesale or Retail Trade	6.3	11.1	14.8	20.0	12.6	13.1
	Financer, Insurance or Real Estate	4.7	5.6	5.6	0.0	4.2	1.6
	Local Government	6.3	5.6	3.7	10.0	5.2	4.9
	State Government	1.6	0.0	3.7	0.0	6.5	0.0
	Federal Government	1.6	0.0	3.7	0.0	2.9	3.3
	Transportation, Communication or Public Utilities	10.9	16.7	5.6	10.0	8.5	13.1
	Farming, Hunting, Fishing, Landscaping, or Other	1.6	5.6	1.9	0.0	1.6	1.6
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	32.8	16.7	18.5	10.0	23.6	21.3
9. Monthly wages	Less than \$500	4.7	11.1	1.9	10.0	4.9	11.5
	\$500 up to \$1,000	10.9	0.0	13.0	20.0	11.7	13.1
	\$1,000 up to \$2,000	26.6	33.3	37.0	40.0	29.8	36.1
	\$2,000 up to \$3,000	17.2	16.7	14.8	10.0	18.8	19.7
	\$3,000 up to \$4,000	4.7	5.6	5.6	0.0	5.8	3.3
	\$4,000 up to \$6,000	4.7	0.0	3.7	0.0	5.5	0.0
	More than \$6,000	4.7	5.6	3.7	0.0	3.6	1.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

<u>County/WIAA</u>		<u>Colbert</u>		<u>Franklin</u>		<u>Lauderdale</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience		80.6		85.7		90.5	
11. Percent of workers who believe they are qualified for a better job		56.7		58.7		52.4	
Reasons:	Education and training	73.7		75.7		81.8	
	Skills	65.8		81.1		81.8	
	Experience	81.6		81.1		90.9	
12. Additional income for which workers would leave current job							
	0 to 5% more	6.0		12.7		6.3	
	5 to 15% more	17.9		17.5		17.5	
	15 to 30% more	26.9		20.6		20.6	
	30 to 50% more	13.4		14.3		11.1	
	More than 50% more	6.0		3.2		15.9	
	*** Would not leave current job	29.9		27.0		28.6	
13. Additional commute for new job							
	0 to 10 miles	21.3		23.9		20.0	
	10 to 20 miles	36.2		41.3		35.6	
	more than 20 miles	42.6		28.3		40.0	
14. Additional one-way commute time							
	0 to 10 minutes	14.9		15.2		17.8	
	10 to 20 minutes	29.8		30.4		40.0	
	more than 20 minutes	53.1		47.8		37.8	
15. Percent of workers who sought better job in past three months		25.5		17.4		20.0	
<u>Underemployment</u>							
16. Percent of workers who say they are currently underemployed		12.9	100.0	19.1	100.0	19.0	100.0
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area		7.8		11.3		4.3
	The low wages at the available jobs		6.5		5.7		1.4
	They live too far from jobs		3.9		0.0		0.0
	They are in school or undergoing training		2.6		5.7		2.9
	Their spouse or partner has a really good job		1.3		5.7		2.9
	They are retired or because of social security limitations		51.9		37.7		42.9
	Disability or other health concerns		28.6		37.7		32.9
	Child care responsibilities		5.2		9.4		5.7
	They take care of someone other than a child		6.5		5.7		1.4
	Other family or personal obligations		5.2		3.8		4.3

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Colbert, Franklin, and Lauderdale counties because they are statistically unreliable.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>	<u>Marion</u>		<u>Winston</u>		<u>Region 1</u>	
		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		82.8	72.2	79.7	50.0	83.8	60.7
11. <i>Percent of workers who believe they are qualified for a better job</i>		65.6	72.2	53.7	50.0	57.3	72.1
Reasons:	Education and training	71.4	84.6	72.4	80.0	75.1	79.5
	Skills	81.0	92.3	72.4	40.0	76.3	79.5
	Experience	81.0	92.3	79.3	60.0	82.5	84.1
12. <i>Additional income for which workers would leave current job</i>							
	0 to 5% more	4.7	5.6	7.4	10.0	7.4	13.1
	5 to 15% more	15.6	16.7	9.3	20.0	15.9	23.0
	15 to 30% more	23.4	33.3	25.9	20.0	23.6	27.9
	30 to 50% more	18.8	22.2	20.4	40.0	15.2	16.4
	More than 50% more	7.8	5.6	3.7	0.0	7.4	4.9
	*** Would not leave current job	21.9	5.6	29.6	10.0	27.2	11.5
13. <i>Additional commute for new job</i>	0 to 10 miles	24.0	23.5	28.9	11.1	23.6	24.1
	10 to 20 miles	32.0	23.5	26.3	22.2	34.7	27.8
	more than 20 miles	40.0	47.1	39.5	55.6	37.8	42.6
14. <i>Additional one-way commute time</i>	0 to 10 minutes	16.0	26.5	18.4	11.1	16.4	20.4
	10 to 20 minutes	28.0	11.8	26.3	11.1	31.1	14.8
	more than 20 minutes	52.0	58.8	50.0	56.7	48.0	59.3
15. <i>Percent of workers who sought better job in past three months</i>		26.0	29.4	23.7	22.2	22.7	42.6
<u>Underemployment</u>							
16. <i>Percent of workers who say they are currently underemployed</i>		28.1	100.0	18.5	100.0	19.4	100.0
17. <i>Reasons respondents give for being</i>		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	77.8	12.7	60.0	8.2	62.3	8.7
	The low wages at the available jobs	61.1	9.9	60.0	8.2	57.4	6.4
	They live too far from jobs	50.0	5.6	50.0	2.7	37.7	2.6
	They are in school or undergoing training	0.0	7.0	10.0	6.6	11.5	5.5
	Their spouse or partner has a really good job	5.6	11.3	10.0	11.0	13.1	6.4
	They are retired or because of social security limitations	11.1	16.9	0.0	17.8	8.2	33.4
	Disability or other health concerns	11.1	47.9	0.0	35.6	6.6	36.3
	Child care responsibilities	22.2	8.5	40.0	9.6	27.9	7.6
	They take care of someone other than a child	5.6	4.2	30.0	5.5	11.5	4.7
	Other family or personal obligations	16.7	2.8	40.0	5.5	21.3	4.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 1.2 Underemployment Survey Results, Region 1 (Percent, continued)

<u>County/WIAA</u>		<u>Colbert</u>			<u>Franklin</u>			<u>Lauderdale</u>			<u>Marion</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		58.2	51.3		71.4	67.9		63.5	46.6		70.3	56.3	72.2
19. Sex	Female	52.2	62.5		57.1	60.4		61.9	71.2		60.9	78.9	55.6
	Male	47.8	37.5		42.9	39.6		38.1	28.8		39.1	21.1	44.4
20. Median age		47	63		42	60		42	67		44	61	49.5
21. Ethnicity	Hispanic	1.5	0.0		3.2	1.9		0.0	1.4		1.6	0.0	0.0
	White	83.6	85.0		92.0	92.5		90.5	89.0		93.8	94.4	100.0
21b. Race													
African-American/Other		16.4	13.8		8.0	7.5		9.5	8.2		4.7	5.6	0.0
22. Last school grade													
High Sch./less, no diploma		3.0	18.8		7.9	26.4		7.9	27.4		14.1	40.8	5.6
High School or GED		31.3	37.5		39.7	41.5		28.6	37.0		37.5	31.0	33.3
Some college, no degree		20.9	26.3		22.2	11.3		30.2	21.9		20.3	11.3	33.3
Jr. College/trade school/associate degree		7.5	5.0		17.5	7.5		6.3	5.5		7.8	7.0	5.6
4-year college graduate/BA		16.4	6.3		7.9	7.5		17.5	5.5		14.1	5.6	16.7
Postgraduate/Masters		19.4	5.0		4.8	1.9		9.5	2.7		6.3	2.8	5.6

<u>County/WIAA</u>		<u>Winston</u>			<u>Region 1</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>							
18. Married Respondents		66.7	60.3	70.0	66.0	55.7	60.7
19. Sex	Female	61.1	65.8	40.0	58.9	68.0	52.5
	Male	38.5	34.2	60.0	41.1	32.0	47.5
20. Median age		48.5	60	48	44	62	44
21. Ethnicity	Hispanic	0.0	0.0	0.0	1.3	0.6	0.0
	White	96.3	97.3	90.0	91.3	91.4	83.9
21b. Race							
African-American/Other		0.0	2.7	0.0	7.8	7.7	11.4
22. Last school grade							
High Sch./less, no diploma		18.5	26.0	20.0	10.0	27.7	11.5
High School or GED		33.3	45.2	20.0	34.0	38.3	32.8
Some college, no degree		25.9	12.3	40.0	23.6	17.1	27.9
Jr. College/trade school/associate degree		5.6	11.0	10.0	9.1	7.1	13.1
4-year college graduate/BA		9.3	4.1	0.0	13.3	5.7	9.8
Postgraduate/Masters		7.4	1.4	10.0	9.7	2.9	4.9

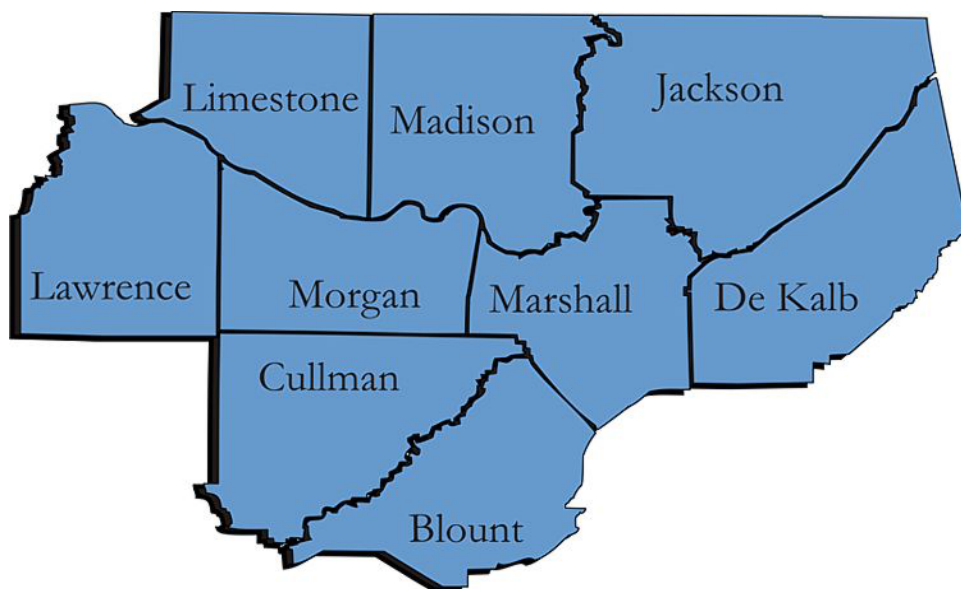
Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Colbert, Franklin, and Lauderdale counties because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 2



Underemployment in Workforce Investment Advisory Area, Region 2

WIAA Region 2 comprises of the nine counties shown in Table 2.1. The area's underemployment rate of 21.7 percent is lower than the state's 24 percent. Based on December 2004 labor force information, this means that about 87,400 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 106,400 for the area. This number is 5.6 times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's lower underemployment rate gives it 17.7 percent of the state's underemployed although it has 19.5 percent of the state's workers.

Table 2.1 Region 2 Underemployed

	<u>Alabama</u>	<u>Region 2</u>	<u>Blount</u>	<u>Cullman</u>	<u>DeKalb</u>	<u>Jackson</u>
Labor Force	2,170,500	421,640	26,850	39,970	33,240	25,650
Employed	2,061,500	402,590	26,010	38,220	31,460	23,670
Underemployment rate	24.0%	21.7%	20.3%	27.1%	18.0%	17.5%
Underemployed workers	494,760	87,362	5,280	10,358	5,663	4,142
Unemployed	109,000	19,050	840	1,750	1,780	1,980
Available labor pool	603,760	106,412	6,120	12,108	7,443	6,122
	<u>Lawrence</u>	<u>Limestone</u>	<u>Madison</u>	<u>Marshall</u>	<u>Morgan</u>	
Labor Force	15,820	33,150	154,540	37,950	54,470	
Employed	14,910	31,710	148,740	36,440	51,430	
Underemployment rate	26.6%	27.3%	27.1%	18.7%	23.8%	
Underemployed workers	3,966	8,657	40,309	6,814	12,240	
Unemployed	910	1,440	5,800	1,510	3,040	
Available labor pool	4,876	10,097	46,109	8,324	15,280	

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 17.5 percent in Jackson County to 27.3 percent in Limestone (Table 2.1). Four counties had underemployment rates that exceeded the Alabama rate. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 2.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results for the underemployed are not presented for Blount, DeKalb, Jackson, Madison, and Marshall counties because they had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

Seventy-three percent of the employed are full-time workers, 9 percent hold more than one job, and 27 percent of part-timers wish to work full-time. The one-way commute takes up to 20 minutes for 59 percent of the employed, but 10 percent take more than 40 minutes and 1 percent spend more than an hour. Forty-six percent of the employed commute less than 10 miles, 18 percent travel more than 25 miles and 4.7 percent exceed 45 miles. Forty-seven percent have 10 or more years on

the job and 23 percent have more than 20 years job tenure. The median monthly wage is between \$1,000 and \$2,000.

Of the employed, 82 percent say their jobs fit well with their education, training, skills, and experience, but 54 percent believe they are qualified for a better job. Twenty-two percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 30 percent would leave their jobs; 38 percent will leave for more than that and 6.8 percent want more than a 50 percent raise. Thirty-one percent will add up to 10 miles to the one-way commute for the higher-paying job, but 33 percent are prepared to go 20 or more extra miles. For a better job, 46 percent will increase the one-way commute by more than 20 minutes while 24 percent will not consider adding more than 10 minutes.

Among the underemployed, 58 percent work full-time, 8 percent hold more than one job, and 44 percent of part-time workers want full-time work. About 59 percent commute for up to 20 minutes one-way and 14 percent drive for over 40 minutes—four percent take more than an hour. The commute is less than 10 miles for 45 percent of the underemployed; 14.6 percent have more than 25 miles to travel and 5 percent exceed 45 miles. The underemployed have been in their current jobs for slightly fewer years than the employed, 38 percent have more than 10 years job tenure compared to 47 percent of employed. Sixty-four percent earn up to \$2,000 monthly versus 42 percent employed. More underemployed are in the trade sector.

About 66 percent of the underemployed claim their jobs fit well with their education, training, skills, and experience, but 84 percent believe they are qualified for a better job. A quarter have sought better jobs in the preceding three months. Thirty-eight percent would leave current job for up to 15 percent more income, but 44 percent want more than 15 percent higher wages to leave—7 percent want more than a 50 percent raise. Twenty-seven percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 39 percent are prepared to add 20 miles or more. Twenty-seven percent will not consider driving more than 10 minutes for this new job while 39 percent are willing to increase the one-way commute by more than 20 minutes.

Of a total 1,196 respondents, 617 or 52 percent are employed. Lack of job opportunities and low wages at the available jobs are the main reasons given for being underemployed. Primary reasons for not working are retirement or social security limitations and disability or other health concerns. Seventy-two percent employed, 56 percent nonworkers, and 64 percent underemployed were married. Men were 42 percent of employed, 28 percent nonworkers, and 37 percent underemployed. The median age is 43 for employed, 43 underemployed, and 65 for nonworkers. Roughly 91 percent employed, 90 percent nonworkers, and 85 percent of underemployed are white; Hispanics are a tiny portion of respondents.

Seven percent of the employed and 6 percent of the underemployed do not hold a high school diploma or equivalent, compared to 26 percent of nonworkers. Thirty percent employed, 27 percent underemployed, and 14.5 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 2 has a very large and well-educated labor pool, about 106,400, that is willing to commute and is seeking higher wage jobs.

Table 2.2 Underemployment Survey Results, Region 2 (Percent)

<u>County/WIAA</u>		<u>Blount</u>		<u>Cullman</u>		<u>DeKalb</u>		<u>Jackson</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		80.3		75.4	52.6	71.2		81.0	
2. <i>Percent of part-timers who wish to work full-time</i>		33.3		41.2	55.6	13.3		25.0	
3. <i>Percent of workers with more than one job</i>		11.6		8.7	15.8	8.2		7.9	
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	47.8		60.9	52.6	77.0		49.2	
	20 to 40 minutes	27.5		24.6	31.6	14.8		41.3	
	40 minutes to an hour	17.4		11.6	5.3	6.6		4.8	
	More than an hour	4.3		0.0	0.0	0.0		3.2	
5. <i>Commute distance</i>	Less than 10 miles	34.8		53.6	42.1	57.4		41.3	
	10 to 25 miles	30.4		26.1	42.1	31.1		30.2	
	25 to 45 miles	17.4		8.7	0.0	6.6		20.6	
	More than 45 miles	14.5		8.7	5.3	1.6		4.8	
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	1.4		2.9	0.0	1.6		0.0	
	Manager/Teacher/Professional	23.2		14.5	15.8	23.0		19.0	
	Administrative Support/Clerical	5.8		17.4	15.8	13.1		9.5	
	Laborer	7.2		2.9	5.3	6.6		6.3	
	Technician/Machine Operator/Assembler/Inspector	11.6		10.1	10.5	6.6		17.5	
	Transportation Operator	1.4		5.8	5.3	0.0		3.2	
	Retail/Wholesale Salesperson	5.8		13.0	5.3	6.6		7.9	
	Police/Army	1.4		0.0	0.0	1.6		0.0	
	Mechanic/Repairer	1.4		1.4	0.0	0.0		1.6	
	Doctor/Vet	1.4		1.4	0.0	1.6		1.6	
	Nurse	4.3		7.2	5.3	6.6		6.3	
	Hotel/Restaurant/House Help	2.9		0.0	0.0	3.3		0.0	
	Student			0.0	0.0	0.0		0.0	
	Others	31.9		23.2	36.8	29.5		25.4	
7. <i>Years at current/primary job</i>	Less than a year	13.0		14.5	26.3	18.0		17.5	
	1 to 3 years	17.4		11.6	10.5	13.1		12.7	
	3 to 5 years	7.2		15.9	15.8	11.5		11.1	
	5 to 10 years	13.0		20.3	26.3	16.4		7.9	
	10 to 20 years	27.5		15.9	5.3	19.7		27.0	
	More than 20 years	21.7		21.7	15.8	19.7		22.2	
8. <i>Industry</i>	Manufacturing	7.2		10.1	15.8	14.8		28.6	
	Mining			0.0	0.0	0.0		3.2	
	Construction	8.7		4.3	5.3	0.0		7.9	
	Wholesale or Retail Trade	5.8		14.5	21.1	8.2		3.2	
	Financer, Insurance or Real Estate	2.9		11.6	0.0	6.6		3.2	
	Local Government	2.9		4.3	5.3	0.0		3.2	
	State Government	7.2		5.8	0.0	13.1		4.8	
	Federal Government	1.4		2.9	0.0	6.6		0.0	
	Transportation, Communication or Public Utilities	11.6		4.3	5.3	6.6		4.8	
	Farming, Hunting, Fishing, Landscaping, or Other	7.2		4.3	5.3	4.9		0.0	
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	26.1		23.2	26.3	27.9		25.4	
9. <i>Monthly wages</i>	Less than \$500	4.3		4.3	5.3	6.6		1.6	
	\$500 up to \$1,000	10.1		11.6	31.6	18.0		14.3	
	\$1,000 up to \$2,000	18.8		23.2	31.6	32.8		25.4	
	\$2,000 up to \$3,000	26.1		18.8	26.3	11.5		17.5	
	\$3,000 up to \$4,000	14.5		7.2	0.0	3.3		9.5	
	\$4,000 up to \$6,000	4.3		7.2	0.0	4.9		1.6	
	More than \$6,000	5.8		5.8	0.0	4.9		3.2	

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Blount, DeKalb, and Jackson counties because they are statistically unreliable.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

<u>County/WIAA</u>		<u>Lawrence</u>		<u>Limestone</u>		<u>Madison</u>		<u>Marshall</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		74.2	58.8	68.3	52.9	79.0		79.1	
2. Percent of part-timers who wish to work full-time		46.2	71.4	36.4	44.4	16.7		8.3	
3. Percent of workers with more than one job		6.5	5.9	13.8	5.6	9.8		7.4	
4. Average commute time (one-way)	Up to 20 minutes	41.9	58.8	53.8	61.1	62.2		72.1	
	20 to 40 minutes	40.3	29.4	30.8	22.2	31.7		14.7	
	40 minutes to an hour	11.3	0.0	9.2	5.6	2.4		7.4	
	More than an hour	1.6	11.8	0.0	0.0			1.5	
5. Commute distance	Less than 10 miles	29.0	47.1	30.8	27.8	47.6		63.2	
	10 to 25 miles	25.5	29.4	41.5	44.4	41.5		17.6	
	25 to 45 miles	21.0	17.6	18.5	11.1	3.7		13.2	
	More than 45 miles	8.1	5.9	1.5	0.0	0.0		1.5	
6. Occupation	Farmer/Farming/Hunting/Fishing	3.2	0.0	1.5	0.0			4.4	
	Manager/Teacher/Professional	19.4	11.8	15.4	16.7	24.4		25.0	
	Administrative Support/Clerical	8.1	17.6	9.2	5.6	12.2		7.4	
	Laborer	9.7	0.0	6.2	0.0	2.4		0.0	
	Technician/Machine Operator/Assembler/Inspector	16.1	17.6	6.2	5.6	8.5		8.8	
	Transportation Operator	0.0	0.0	1.5	5.6	1.2		0.0	
	Retail/Wholesale Salesperson	9.7	5.9	6.2	11.1	8.5		10.3	
	Police/Army	0.0	5.9	0.0	0.0	1.2		0.0	
	Mechanic/Repairer	0.0	0.0	1.5	0.0	1.2		1.5	
	Doctor/Vet	0.0	0.0	1.5	0.0	0.0		1.5	
	Nurse	0.0	0.0	9.2	16.7	6.1		7.4	
	Hotel/Restaurant/House Help	6.5	11.8	6.2	11.1	0.0		2.9	
	Student	0.0	0.0	0.0	0.0	0.0		0.0	
	Others	24.2	29.4	35.4	27.8	31.7		29.4	
7. Years at current/primary job	Less than a year	11.3	23.5	18.5	16.7	14.6		13.2	
	1 to 3 years	12.9	11.8	4.6	11.0	7.3		10.8	
	3 to 5 years	11.3	17.6	4.6	5.6	7.3		8.8	
	5 to 10 years	17.7	17.6	10.8	22.2	20.7		23.5	
	10 to 20 years	21.0	17.6	27.7	11.1	29.3		22.1	
	More than 20 years	25.8	17.6	32.3	33.3	19.5		22.1	
8. Industry	Manufacturing	9.7	11.8	12.3	5.6	7.3		14.7	
	Mining	0.0	0.0	0.0	0.0	0.0		0.0	
	Construction	0.0	0.0	7.7	0.0	2.4		2.9	
	Wholesale or Retail Trade	8.1	5.9	4.6	11.1	9.8		10.3	
	Financer, Insurance or Real Estate	1.6	5.9	9.2	5.6	2.4		2.9	
	Local Government	4.8	0.0	1.5	5.6	8.5		2.9	
	State Government	6.5	5.9	6.2	5.6	4.9		5.9	
	Federal Government	3.2	11.8	4.6	5.6	7.3		5.9	
	Transportation, Communication or Public Utilities	6.5	5.9	7.7	11.1	3.7		4.4	
	Farming, Hunting, Fishing, Landscaping, or Other	6.5	0.0	1.5	0.0	1.2		2.9	
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	37.1	29.4	27.7	33.3	28.0		26.5	
9. Monthly wages	Less than \$500	4.8	5.9	9.2	16.7	7.3		5.9	
	\$500 up to \$1,000	16.1	41.2	13.8	33.3	4.9		7.4	
	\$1,000 up to \$2,000	29.0	29.4	24.6	16.7	20.7		22.1	
	\$2,000 up to \$3,000	4.8	11.8	10.8	5.6	18.3		17.6	
	\$3,000 up to \$4,000	12.9	5.9	10.8	11.1	7.3		13.2	
	\$4,000 up to \$6,000	11.3	0.0	9.2	5.6	13.4		8.8	
	More than \$6,000	6.5	0.0	9.2	5.6	11.0		4.4	

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Madison and Marshall counties because they are statistically unreliable.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

<u>County/WIAA</u>		<u>Morgan</u>		<u>Region 2</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		73.1	57.9	73.3	57.9
2. Percent of part-timers who wish to work full-time		18.2	22.2	27.1	43.6
3. Percent of workers with more than one job		7.5	5.0	9.1	8.0
4. Average commute time (one-way)	Up to 20 minutes	62.5	75.0	59.0	59.4
	20 to 40 minutes	26.3	10.0	28.0	25.6
	40 minutes to an hour	7.5	10.0	8.6	9.4
	More than an hour	1.3		1.3	4.4
5. Commute distance	Less than 10 miles	53.8	65.0	46.2	44.5
	10 to 25 miles	28.8	15.0	31.6	33.6
	25 to 45 miles	11.3	5.0	13.1	9.5
	More than 45 miles	2.5	5.0	4.7	5.1
6. Occupation	Farmer/Farming/Hunting/Fishing	1.3	0.0	1.8	0.7
	Manager/Teacher/Professional	16.3	10.0	20.1	17.5
	Administrative Support/Clerical	8.8	5.0	10.2	8.8
	Laborer	5.0	0.0	5.0	4.4
	Technician/Machine Operator/Assembler/Inspector	13.8	10.0	11.0	9.5
	Transportation Operator	5.0	10.0	2.1	3.6
	Retail/Wholesale Salesperson	8.8	15.0	8.6	8.8
	Police/Army	0.0	0.0	0.8	2.9
	Mechanic/Repairer	0.0	0.0	1.0	0.0
	Doctor/Vet	0.0	0.0	1.0	0.0
	Nurse	8.8	25.0	6.3	8.8
	Hotel/Restaurant/House Help	3.8	0.0	2.8	2.9
	Student	0.0	0.0	0.0	0.0
	Others	27.5	20.0	28.8	32.1
7. Years at current/primary job	Less than a year	11.3	10.0	14.6	20.4
	1 to 3 years	7.5	15.0	10.7	12.4
	3 to 5 years	18.8	5.0	10.9	10.9
	5 to 10 years	12.5	20.0	16.0	17.5
	10 to 20 years	23.8	25.0	24.0	21.2
	More than 20 years	25.0	20.0	23.3	17.5
8. Industry	Manufacturing	13.8	10.0	13.0	11.7
	Mining	1.3	5.0	0.5	1.5
	Construction	6.3	0.0	4.5	3.6
	Wholesale or Retail Trade	10.0	20.0	8.4	13.1
	Financer, Insurance or Real Estate	3.8	5.0	4.9	3.6
	Local Government	0.0	0.0	3.2	2.9
	State Government	12.5	5.0	7.5	5.1
	Federal Government	3.8		4.1	3.6
	Transportation, Communication or Public Utilities	6.3	5.0	6.2	6.6
	Farming, Hunting, Fishing, Landscaping, or Other	2.5	0.0	3.4	2.9
	Agricultural				
	Services for Healthcare, Business, Hotel, Restaurant, Household	22.5	35.0	27.1	32.1
9. Monthly wages	Less than \$500	10.0	20.0	6.2	13.1
	\$500 up to \$1,000	10.0	10.0	11.5	21.2
	\$1,000 up to \$2,000	20.0	30.0	23.8	29.9
	\$2,000 up to \$3,000	8.8	5.0	15.1	13.1
	\$3,000 up to \$4,000	5.0	0.0	9.2	6.6
	\$4,000 up to \$6,000	13.8	15.0	8.6	4.4
	More than \$6,000	8.8	5.0	6.8	2.9

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

<u>County/WIAA</u>		<u>Blount</u>		<u>Cullman</u>		<u>DeKalb</u>		<u>Jackson</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience		87.0		71.0	52.6	82.0		81.0	
11. Percent of workers who believe they are qualified for a better job		49.3		56.5	84.2	49.2		50.8	
Reasons:	Education and training	76.5		92.3	93.8	80.0		90.6	
	Skills	70.6		84.6	93.8	83.3		87.5	
	Experience	82.4		87.2	87.5	80.0		75.0	
12. Additional income for which workers would leave current job									
	0 to 5% more	7.2		7.2	15.8	8.2		7.9	
	5 to 15% more	26.1		21.7	15.8	18.0		25.4	
	15 to 30% more	13.0		18.8	21.1	23.0		17.5	
	30 to 50% more	17.4		15.9	5.3	9.8		14.3	
	More than 50% more	11.6		4.3	5.3	3.3		9.5	
	*** Would not leave current job	24.6		27.5	26.3	32.8		22.2	
13. Additional commute for new job									
	0 to 10 miles	32.7		22.0	14.3	36.6		26.5	
	10 to 20 miles	23.1		36.0	28.6	31.7		32.7	
	more than 20 miles	44.2		34.0	50.0	26.8		36.7	
14. Additional one-way commute time									
	0 to 10 minutes	21.2		22.0	0.0	22.0		18.4	
	10 to 20 minutes	23.1		20.0	35.7	39.0		24.5	
	more than 20 minutes	55.8		54.0	57.1	34.1		53.1	
15. Percent of workers who sought better job in past three months		17.3		16.0	35.7	17.1		14.3	
<u>Underemployment</u>									
16. Percent of workers who say they are currently underemployed		20.3	100.0	27.1	100.0	18.0	100.0	17.5	100.0
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area		7.5	42.1	6.5		13.0		7.9
	The low wages at the available jobs		5.7	21.1	2.2		10.1		9.5
	They live too far from jobs		3.8	31.6	0.0		1.4		1.6
	They are in school or undergoing training		3.8	15.8	0.0		2.9		1.6
	Their spouse or partner has a really good job		5.7	21.1	6.5		7.2		9.5
	They are retired or because of social security limitations		39.6	5.3	34.8		14.5		22.2
	Disability or other health concerns		28.3	10.5	28.3		39.1		38.1
	Child care responsibilities		7.5	31.6	10.9		7.2		4.8
	They take care of someone other than a child		7.5	0.0	0.0		4.3		3.2
	Other family or personal obligations		7.5	10.5	0.0		4.3		4.8
Emp – Employed		Und – Underemployed		NnW – Nonworkers					

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Blount, DeKalb, and Jackson counties because they are statistically unreliable.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>	<u>Lawrence</u>		<u>Limestone</u>		<u>Madison</u>		<u>Marshall</u>	
		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		87.1	64.7	78.5	77.8	81.7		88.2	
11. <i>Percent of workers who believe they are qualified for a better job</i>		56.5	94.1	60.0	72.2	45.1		61.8	
Reasons:	Education and training	65.7	62.5	84.6	84.6	78.9		76.2	
	Skills	80.0	75.0	71.8	69.2	71.1		61.9	
	Experience	82.9	93.8	76.9	69.2	84.2		81.0	
12. <i>Additional income for which workers would leave current job</i>									
	0 to 5% more	9.7	17.6	9.2	5.6	4.9		7.4	
	5 to 15% more	25.8	47.1	21.5	27.8	18.3		22.1	
	15 to 30% more	22.6	23.5	20.0	22.2	19.5		16.2	
	30 to 50% more	8.1	5.9	10.8	11.1	12.2		11.8	
	More than 50% more	1.6	0.0	6.2	5.6	11.0		4.4	
	*** Would not leave current job	30.6	5.9	29.2	27.8	37.7		32.4	
13. <i>Additional commute for new job</i>	0 to 10 miles	20.9	25.0	39.1	7.7	26.8		28.3	
	10 to 20 miles	30.2	25.0	26.1	23.1	46.4		32.6	
	more than 20 miles	39.5	43.8	34.8	69.2	25.0		32.6	
14. <i>Additional one-way commute time</i>	0 to 10 minutes	23.3	18.8	26.1	0.0	28.6		19.6	
	10 to 20 minutes	23.3	31.3	30.4	23.1	26.8		23.9	
	more than 20 minutes	46.5	50.0	43.5	76.9	42.9		47.8	
15. <i>Percent of workers who sought better job in past three months</i>		27.9	43.8	21.7	15.4	17.9		19.6	
<u>Underemployment</u>									
16. <i>Percent of workers who say they are currently underemployed</i>		26.6	100.0	27.3	100.0	27.1	100.0	18.7	100.0
17. <i>Reasons respondents give for being</i>		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	41.2	12.7	55.6	3.6		3.5		8.1
	The low wages at the available jobs	64.7	6.3	33.3	1.8		5.3		4.1
	They live too far from jobs	5.9	2.5	5.6	0.0		3.5		2.7
	They are in school or undergoing training	23.5	5.1	16.7	3.6		5.3		2.7
	Their spouse or partner has a really good job	0.0	6.3	27.8	3.6		3.5		5.4
	They are retired or because of social security limitations	0.0	44.3	11.1	42.9		54.4		45.9
	Disability or other health concerns	0.0	36.7	11.1	26.8		17.5		33.8
	Child care responsibilities	11.8	7.1	16.7	8.9		5.3		4.1
	They take care of someone other than a child	5.9	1.3	16.7	7.1		5.3		6.8
	Other family or personal obligations	5.9	3.8	16.7	8.9		7.0		2.7
Emp – Employed Und – Underemployed NnW – Nonworkers									

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Madison and Marshall counties because they are statistically unreliable.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

<u>County/WIAA</u>		<u>Morgan</u>		<u>Region 2</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience					
		78.8	60.0	81.8	65.7
11. Percent of workers who believe they are qualified for a better job					
		57.5	85.0	54.1	83.9
Reasons:	Education and training	68.1	88.9	79.3	80.9
	Skills	78.7	83.3	76.6	80.9
	Experience	85.1	83.3	82.3	87.0
12. Additional income for which workers would leave current job					
	0 to 5% more	7.5	20.0	7.6	9.5
	5 to 15% more	26.3	20.0	22.9	28.5
	15 to 30% more	23.8	35.0	19.4	23.4
	30 to 50% more	3.8	5.0	11.5	13.1
	More than 50% more	7.5	5.0	6.8	7.3
	*** Would not leave current job	27.5	10.0	28.8	16.1
13. Additional commute for new job					
	0 to 10 miles	46.6	44.4	31.4	27.0
	10 to 20 miles	25.9	22.2	31.9	29.6
	more than 20 miles	22.4	22.2	32.8	39.1
14. Additional one-way commute time					
	0 to 10 minutes	29.3	22.2	23.7	27.0
	10 to 20 minutes	32.8	22.2	27.1	29.6
	more than 20 minutes	32.8	44.4	45.8	39.1
15. Percent of workers who sought better job in past three months					
		12.1	16.7	18.0	25.2
<u>Underemployment</u>					
16. Percent of workers who say they are currently underemployed					
		23.8	100.0	21.7	100.0
17. Reasons respondents give for being					
		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	45.0	4.4	43.8	7.8
	The low wages at the available jobs	35.0	2.9	40.1	5.5
	They live too far from jobs		1.5	15.3	1.9
	They are in school or undergoing training	10.0	4.4	15.3	3.4
	Their spouse or partner has a really good job	10.0	4.4	13.9	5.8
	They are retired or because of social security limitations	10.0	47.1	8.0	38.4
	Disability or other health concerns	5.0	25.0	6.6	31.0
	Child care responsibilities	5.0	8.8	19.7	7.1
	They take care of someone other than a child	5.0	2.9	7.3	4.2
	Other family or personal obligations	25.0	2.9	16.1	4.6

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present.

Table 2.2 Underemployment Survey Results, Region 2 (Percent, continued)

<u>County/WIAA</u>		<u>Blount</u>			<u>Cullman</u>			<u>DeKalb</u>			<u>Jackson</u>		
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>
<u>Characteristics</u>													
18. Married Respondents		76.8	58.2		72.5	59.6	68.4	63.9	65.2		69.8	66.7	
19. Sex	Female	53.6	60.1		62.3	80.9	68.4	72.1	73.9		63.5	71.4	
	Male	46.4	30.9		37.7	19.1	31.6	27.9	21.6		36.5	28.6	
20. Median age		41	66		42	69	48	43	64		39	61	
21. Ethnicity	Hispanic	1.4	1.8		0.0	0.0	0.0	0.0	0.0		0.0	0.0	
21b. Race	White	95.7	92.7		97.1	97.9	100.0	95.1	92.8		92.1	98.4	
	African-American/Other	2.8	1.8		1.4	0.0	0.0	4.9	7.2		7.9	1.6	
22. Last school grade													
High Sch./less, no diploma		7.2	34.5		1.4	31.9	0.0	4.9	29.0		14.3	30.2	
High School or GED		26.1	43.6		37.7	27.7	21.1	41.0	42.0		34.9	31.7	
Some college, no degree		20.3	9.1		21.7	21.3	31.6	18.0	17.4		17.5	19.0	
Jr. College/trade school/associate degree		14.5	1.8		14.5	10.6	21.1	11.5	4.3		12.7	3.2	
4-year college graduate/BA		17.4	10.9		14.5	2.1	21.1	13.1	4.3		9.5	9.5	
Postgraduate/Masters		13.0			10.1	4.3	5.3	11.5	1.4		11.1	4.8	

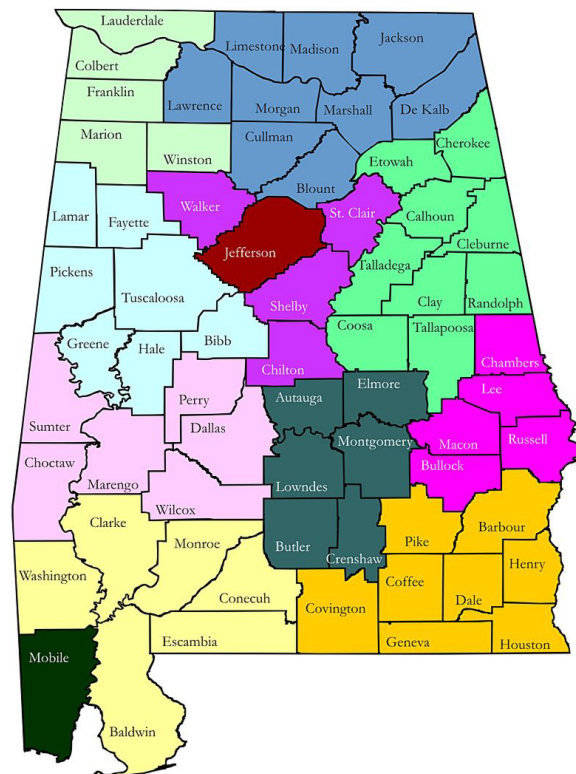
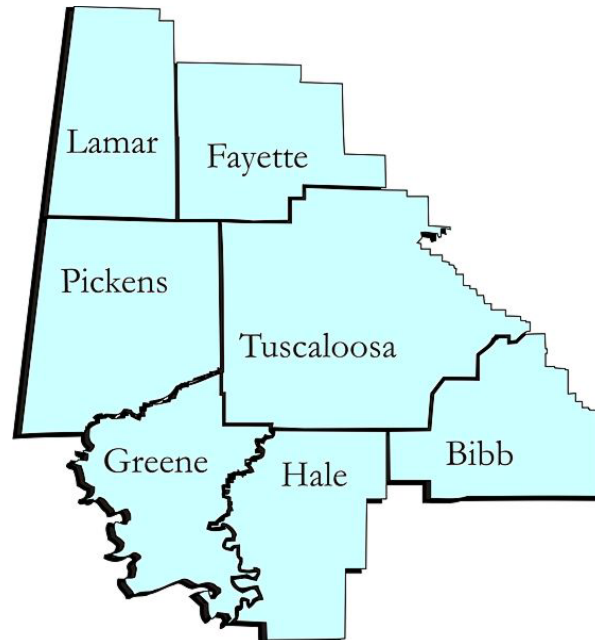
<u>County/WIAA</u>		<u>Lawrence</u>			<u>Limestone</u>			<u>Madison</u>			<u>Marshall</u>		
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>
<u>Characteristics</u>													
18. Married Respondents		66.1	45.7	64.7	75.4	52.6	72.2	70.7	47.4		83.8	53.1	
19. Sex	Female	51.6	77.8	70.6	61.5	73.7	83.3	57.3	71.9		50.0	63.0	
	Male	48.4	22.2	29.4	38.5	26.3	16.7	41.5	28.1		50.0	27.0	
20. Median age		40.5	63.5	38	43	64	45	45	69		42	66	
21. Ethnicity	Hispanic	0.0	1.2	0.0	0.0	1.8	0.0	1.2	0.0		2.9	2.5	
21b. Race	White	88.7	77.8	76.5	92.3	89.5	100.0	76.8	78.9		92.6	93.8	
	African-American/Other	11.3	22.2	23.5	3.1	8.8	0.0	23.0	19.3		4.4	4.9	
22. Last school grade													
High Sch./less, no diploma		12.9	33.3	17.6	9.2	22.8	0.0	2.4	14.0		2.9	24.7	
High School or GED		37.1	50.6	29.4	23.1	38.6	22.2	13.4	26.3		27.9	39.5	
Some college, no degree		24.2	4.9	17.6	18.5	17.5	33.3	17.1	22.8		29.4	12.3	
Jr. College/trade school/associate degree		6.5	3.7	29.4	15.4	7.0	22.2	11.0	5.3		11.8	4.9	
4-year college graduate/BA		14.5	4.9	5.9	24.6	3.5	22.2	34.1	19.3		14.7	13.6	
Postgraduate/Masters		4.8	1.2	0.0	9.2	10.5	0.0	20.7	10.5		11.8	4.9	

<u>County/WIAA</u>		<u>Morgan</u>			<u>Region 2</u>		
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>
<u>Characteristics</u>							
18. Married Respondents		67.5	57.5	60.0	72.1	55.8	64.2
19. Sex	Female	52.5	72.5	65.0	58.2	72.4	63.5
	Male	46.3	27.5	30.0	41.8	27.6	36.5
20. Median age		47	66	50	43	65	43
21. Ethnicity	Hispanic	1.3	0.0	0.0	0.5	0.9	0.7
21b. Race	White	87.5	92.8	75.0	90.8	90.2	85.4
	African-American/Other	10.0	7.2	15.0	8.0	8.6	13.1
22. Last school grade							
High Sch./less, no diploma		6.3	15.9	5.0	6.6	26.3	5.8
High School or GED		32.5	31.9	15.0	30.0	37.7	25.5
Some college, no degree		21.3	18.8	35.0	20.9	15.4	25.5
Jr. College/trade school/associate degree		10.0	8.7	15.0	12.0	5.4	16.1
4-year college graduate/BA		17.5	18.8	20.0	18.3	9.8	19.7
Postgraduate/Masters		11.3	5.8	5.0	11.8	4.7	7.3

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Blount, DeKalb, Jackson, Madison, and Marshall counties because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 3



Underemployment in Workforce Investment Advisory Area, Region 3

WIAA Region 3 comprises of the seven counties shown in Table 3.1. The area's underemployment rate of 26.2 percent is higher than the state's 24 percent. Based on December 2004 labor force information, this means that about 30,550 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 35,800 for the area. This number is almost seven times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's higher underemployment rate gives it 6.2 percent of the state's underemployed although it has 5.6 percent of the state's workers.

Table 3.1 Region 3 Underemployed

	<u>Alabama</u>	<u>Region 3</u>	<u>Bibb</u>	<u>Fayette</u>	<u>Greene</u>
Labor Force	2,170,500	121,900	7,280	7,130	3,310
Employed	2,061,500	116,620	6,890	6,750	2,930
Underemployment rate	24.0%	26.2%	23.5%	6.3%	29.1%
Underemployed workers	494,760	30,554	1,619	425	853
Unemployed	109,000	5,280	390	380	380
Available labor pool	603,760	35,834	2,009	805	1,233
	<u>Hale</u>	<u>Lamar</u>	<u>Pickens</u>	<u>Tuscaloosa</u>	
Labor Force	3,310	5,800	7,610	87,460	
Employed	2,930	5,340	7,050	84,730	
Underemployment rate	30.0%	37.7%	23.7%	28.2%	
Underemployed workers	879	2,013	1,671	23,894	
Unemployed	380	460	560	2,730	
Available labor pool	1,259	2,473	2,231	26,624	

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates ranged from 6.3 percent in Fayette County to 37.7 percent in Lamar (Table 3.1). Four of the seven counties had underemployment rates that exceeded the Alabama rate. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 3.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results on the underemployed are not presented for Fayette County because it had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

About 77 percent of employed area residents work full-time, with 12 percent holding more than one job. Twenty-nine percent of part-time workers wish to work full-time. Fifty-three percent commute less than 20 minutes one-way, but 18 percent take more than 40 minutes and 3 percent drive more than an hour to work. The one-way commute is less than 10 miles for 44 percent of workers; a quarter travel more than 25 miles and 6 percent exceed 45 miles. Forty-six percent have been on the

job for 10 or more years and 23 percent have more than 20 years job tenure. The median monthly wage is between \$1,000 and \$2,000.

Eighty-six percent of workers say their jobs fit well with their education, training, skills, and experience, but 65 percent believe they are qualified for a better job. About 25 percent have sought better jobs in the preceding three months. Twenty-six percent would leave their current jobs if offered up to 15 percent higher income, 47 percent will leave for more than 15 percent higher wages—6.7 percent need more than a 50 percent wage increase to leave. A quarter are willing to increase the one-way commute by up to 10 miles for the higher-paying job, but 41 percent will drive extra 20 miles or more. For the new job, half will increase the one-way commute by more than 20 minutes while 22 percent will not consider driving more than 10 minutes.

Among the underemployed, 71 percent are full-time, 10 percent hold more than one job, and 41 percent of part-time workers would like full-time work. Fifty-nine percent have less than a 20-minute one-way commute, but 14 percent take more than 40 minutes and four percent drive more than an hour to work. The one-way commute is less than 10 miles for 44 percent of the underemployed, almost 18 percent travel more than 25 miles—6 percent exceed 45 miles. Job tenure is somewhat similar to the employed. The median monthly wage is between \$1,000 and \$2,000, but 63 percent of the underemployed make \$2,000 or less monthly, compared to 48 percent of employed. The distribution across occupations and industry is somewhat similar for both groups except that the underemployed are over-represented as salespersons and in the trade and state government sectors.

About 73 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. However, 89 percent believe they are qualified for a better job. Almost 32 percent have sought better jobs in the preceding three months. If offered up to 15 percent higher income, 37 percent would leave current job, 52 percent would leave for more than 15 percent higher wages—6.7 percent want more than 50 percent higher wages. Twenty-four percent are willing to add up to 10 miles to the one-way commute for the higher-paying job, but 44 percent are prepared to add 20 miles or more. About 58 percent are willing to increase the one-way commute by more than 20 minutes for this new job while 19 percent will not consider driving more than 10 minutes.

Of the 909 respondents, 448 or 49 percent are employed. Lack of job opportunities in their area, low wages at available jobs, and living too far from jobs are the primary reasons given for being underemployed. The main reasons for not working are disability or other health concerns and retirement or social security limitations. Sixty-one percent of employed, 46 percent nonworkers and 59 percent underemployed are married. Men made up 40 percent employed, 30 percent nonworkers, and 35 percent of the underemployed. The employed have a median age of 42, the underemployed 40, and nonworkers 63. Sixty-nine percent of the employed are white, compared to 65 percent underemployed and 63 percent nonworkers; Hispanics were a very small portion of respondents.

Nine percent of employed, 8 percent of underemployed, and 33 percent of nonworkers do not hold a high school diploma or equivalent. Twenty-three percent employed and 18 percent underemployed hold bachelor's or higher degrees; 9 percent of nonworkers do. WIAA Region 3 has a 35,800-person educated labor pool that is willing to commute and is seeking higher paying jobs.

Table 3.2 Underemployment Survey Results, Region 3 (Percent)

<u>County/WIAA</u>		<u>Bibb</u>		<u>Fayette</u>		<u>Greene</u>		<u>Hale</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		87.3	75.0	69.8		90.4	7.5	86.4	88.9
2. <i>Percent of part-timers who wish to work full-time</i>		33.3	60.0	16.7		100.0	100.0	50.0	100.0
3. <i>Percent of workers with more than one job</i>		6.6	10.0	9.5		16.7	6.3	16.7	16.7
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	42.5	45.0	57.1		59.3	43.8	43.3	33.3
	20 to 40 minutes	17.4	20.0	9.5		27.8	43.8	28.3	38.9
	40 minutes to an hour	21.9	35.0	15.9		11.1	12.5	23.3	22.2
	More than an hour	5.5	0.0	6.3		0.0	0.0	3.3	5.6
5. <i>Commute distance</i>	Less than 10 miles	35.6	40.0	49.2		42.6	31.3	33.3	27.8
	10 to 25 miles	23.3	20.0	15.9		37.0	37.5	31.7	27.8
	25 to 45 miles	26.0	35.0	14.3		16.7	31.3	26.7	22.2
	More than 45 miles	9.6	0.0	7.9		1.9	0.0	5.0	16.7
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	0.0	0.0	3.2		3.7	0.0	1.7	0.0
	Manager/Teacher/Professional	19.2	10.0	17.5		16.7	18.8	11.7	11.1
	Administrative Support/Clerical	12.3	15.0	11.1		13.0	12.5	5.0	0.0
	Laborer	8.2	5.0	3.2		9.3	12.5	8.3	11.1
	Technician/Machine Operator/Assembler/Inspector	8.2	5.0	7.9		11.1	18.8	13.3	16.7
	Transportation Operator	1.4	5.0	7.9		1.9	6.3	1.7	5.6
	Retail/Wholesale Salesperson	11.0	15.0	4.8		3.7	6.3	3.3	5.6
	Police/Army	0.0	0.0	1.6		1.9	0.0	3.3	11.1
	Mechanic/Repairer	1.4	0.0	0.0		3.7	0.0	1.7	5.6
	Doctor/Vet	0.0	0.0	0.0		0.0	0.0	0.0	0.0
	Nurse	6.8	20.0	11.1		1.9	0.0	13.3	5.6
	Hotel/Restaurant/House Help	4.1	0.0	3.2		11.1	0.0	1.7	0.0
	Student	0.0	0.0	0.0		0.0	0.0	0.0	0.0
	Others	27.4	25.0	28.6		22.2	25.0	35.0	27.8
7. <i>Years at current/primary job</i>	Less than a year	15.1	20.0	17.5		18.5	12.5	8.3	5.6
	1 to 3 years	12.3	5.0	3.2		7.4	6.3	25.0	22.2
	3 to 5 years	13.7	20.0	9.5		14.8	0.0	6.7	11.1
	5 to 10 years	12.3	10.0	11.1		18.5	31.3	18.3	33.3
	10 to 20 years	21.9	35.0	23.8		25.9	43.8	20.0	16.7
	More than 20 years	20.5	10.0	34.9		11.1	6.3	21.7	11.1
8. <i>Industry</i>	Manufacturing	15.1	15.0	14.3		13.0	12.5	13.3	16.7
	Mining	0.0	0.0	1.6		0.0	0.0	0.0	0.0
	Construction	6.6	15.0	7.9		1.9	6.3	5.0	5.6
	Wholesale or Retail Trade	15.1	15.0	6.3		5.6	6.3	3.3	11.1
	Financer, Insurance or Real Estate	12.7	5.0	1.6		5.6	6.3	6.7	0.0
	Local Government	1.4	5.0	11.1		3.7	0.0	5.0	5.6
	State Government	6.8	10.0	11.1		11.1	18.8	8.3	16.7
	Federal Government	0.0	0.0	0.0		0.0	0.0	0.0	0.0
	Transportation, Communication or Public Utilities	6.8	5.0	4.8		0.0	0.0	5.0	0.0
	Farming, Hunting, Fishing, Landscaping, or Other	0.0	0.0	4.8		5.6	0.0	3.3	0.0
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	12.3	15.0	25.4		35.2	37.5	31.7	16.7
9. <i>Monthly wages</i>	Less than \$500	6.8	10.0	6.3		7.4	25.0	5.0	5.6
	\$500 up to \$1,000	13.7	20.0	11.1		24.1	25.0	16.7	22.2
	\$1,000 up to \$2,000	26.0	35.0	31.7		22.2	18.8	28.3	38.9
	\$2,000 up to \$3,000	19.2	15.0	20.6		20.4	18.8	26.7	16.7
	\$3,000 up to \$4,000	8.2	10.0	4.8		1.9	6.3	5.0	0.0
	\$4,000 up to \$6,000	8.2	5.0	1.6		1.9	6.3	5.0	5.6
	More than \$6,000	2.7	5.0	0.0		3.7	0.0	1.7	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Fayette County because they are statistically unreliable.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

<u>County/WIAA</u>		<u>Lamar</u>		<u>Pickens</u>		<u>Tuscaloosa</u>		<u>Region 3</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		76.7	65.2	89.7	92.9	70.5	47.8	77.3	70.8
2. Percent of part-timers who wish to work full-time		30.8	25.0	85.0	0.0	21.7	33.3	29.3	40.6
3. Percent of workers with more than one job		8.2	17.4	13.6	0.0	9.0	8.7	11.6	10.0
4. Average commute time (one-way)	Up to 20 minutes	57.4	56.5	45.8	42.9	66.7	69.6	53.3	59.4
	20 to 40 minutes	27.9	34.8	27.1	35.7	25.6	21.7	24.8	25.6
	40 minutes to an hour	9.8	4.3	20.3	14.3	6.4	4.3	15.4	9.4
	More than an hour	0.0	0.0	15.1	7.1	0.0	0.0	2.9	4.4
5. Commute distance	Less than 10 miles	50.8	56.5	40.7	35.7	52.6	56.5	43.8	43.8
	10 to 25 miles	26.2	26.1	16.9	28.6	33.3	34.8	26.3	35.0
	25 to 45 miles	14.8	13.0	23.7	21.4	11.5	4.3	19.0	11.3
	More than 45 miles	3.3	0.0	15.3	14.3	1.3	0.0	6.3	6.3
6. Occupation	Farmer/Farming/Hunting/Fishing	1.6	4.3	1.7	0.0	0.0	0.0	1.6	0.8
	Manager/Teacher/Professional	11.5	26.1	15.3	35.7	19.2	21.7	16.1	19.2
	Administrative Support/Clerical	9.8	13.0	13.6	28.6	11.5	13.0	10.9	13.3
	Laborer	4.9	0.0	6.8	0.0	2.6	0.0	6.0	4.2
	Technician/Machine Operator/Assembler/Inspector	21.3	8.7	10.2	14.3	15.4	21.7	12.5	15.8
	Transportation Operator	4.9	0.0	1.7	0.0	3.8	0.0	3.3	3.3
	Retail/Wholesale Salesperson	4.9	8.7	5.1	0.0	2.6	4.3	5.1	8.3
	Police/Army	0.0	0.0	1.7	0.0	0.0	0.0	1.1	1.7
	Mechanic/Repairer	1.6	0.0	1.7	0.0	0.0	0.0	1.3	0.8
	Doctor/Vet	0.0	0.0	0.0	0.0	1.3	0.0	0.2	0.0
	Nurse	8.2	4.3	13.6	0.0	10.3	8.7	9.4	6.7
	Hotel/Restaurant/House Help	1.6	0.0	3.4	7.1	5.1	4.3	4.2	1.7
	Student	0.0	0.0	0.0	0.0	2.6	0.0	0.4	0.0
	Others	29.5	34.8	25.4	0.0	24.4	21.7	27.5	23.3
7. Years at current/primary job	Less than a year	11.5	17.4	11.6	35.7	16.7	21.7	15.6	17.5
	1 to 3 years	11.5	8.7	11.3	0.0	10.3	17.4	10.7	10.0
	3 to 5 years	11.5	4.3	12.2	7.1	14.1	0.0	11.2	6.7
	5 to 10 years	21.4	21.7	14.5	7.1	12.8	13.0	15.4	19.2
	10 to 20 years	19.7	13.0	25.8	21.4	23.1	21.7	23.2	25.0
	More than 20 years	24.6	34.8	24.5	28.6	21.8	26.1	22.5	21.7
8. Industry	Manufacturing	23.0	13.0	16.9	14.3	7.7	13.0	14.5	14.2
	Mining	0.0	0.0	0.0	0.0	1.3	0.0	0.4	0.0
	Construction	6.6	4.3	1.7	0.0	6.4	4.3	5.8	6.7
	Wholesale or Retail Trade	6.6	17.4	6.8	21.4	11.5	8.7	8.3	12.5
	Financer, Insurance or Real Estate	1.6	4.3	3.4	7.1	3.8	4.3	3.6	4.2
	Local Government	1.6	4.3	6.8	7.1	5.1	0.0	4.9	4.2
	State Government	8.2	8.7	13.6	21.4	10.3	21.7	9.8	15.8
	Federal Government	0.0	0.0	1.7	0.0	1.3	4.3	0.4	0.8
	Transportation, Communication or Public Utilities	11.5	4.3	0.0	0.0	5.1	0.0	4.9	1.7
	Farming, Hunting, Fishing, Landscaping, or Other	9.3	4.3	5.1	7.1	0.0	0.0	2.9	1.7
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	24.6	26.1	23.7	7.1	35.9	39.1	26.8	23.3
9. Monthly wages	Less than \$500	6.6	13.0	3.4	7.1	5.1	13.0	5.8	11.7
	\$500 up to \$1,000	9.8	17.4	11.9	14.3	11.5	26.1	13.8	20.0
	\$1,000 up to \$2,000	26.2	30.4	30.5	35.7	29.5	30.4	27.9	31.7
	\$2,000 up to \$3,000	23.0	21.7	18.6	14.3	19.2	8.7	21.0	16.7
	\$3,000 up to \$4,000	14.8	8.7	3.4	0.0	7.7	4.3	6.7	5.0
	\$4,000 up to \$6,000	4.9	4.3	8.5	7.1	5.1	0.0	5.1	4.2
	More than \$6,000	3.3	0.0	6.8	14.3	2.6	0.0	2.9	2.5

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

<u>County/WIAA</u>	<u>Bibb</u>		<u>Fayette</u>		<u>Greene</u>		<u>Hale</u>	
<u>Job Fitness</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience	82.7	65.0	85.7		74.1	68.8	76.7	50.0
11. Percent of workers who believe they are qualified for a better job	63.0	85.0	39.7		85.2	93.8	63.3	83.3
Reasons: Education and training	73.9	76.5	72.0		73.9	93.3	65.8	53.3
Skills	71.7	82.4	72.0		67.4	66.7	60.5	60.0
Experience	78.3	82.4	80.0		82.6	80.0	84.2	93.3
12. Additional income for which workers would leave current job								
0 to 5% more	2.7	5.0	7.9		9.3	12.5	6.7	5.6
5 to 15% more	17.8	25.0	19.0		16.7	25.0	16.7	22.2
15 to 30% more	20.5	25.0	22.2		29.6	31.3	33.3	33.3
30 to 50% more	16.4	30.0	14.3		14.8	25.0	11.7	11.1
More than 50% more	4.1	5.0	6.3		9.3	0.0	10.0	16.7
*** Would not leave current job	30.1	10.0	30.2		16.7	6.3	16.7	5.6
13. Additional commute for new job								
0 to 10 miles	23.5	27.8	34.1		17.8	20.0	26.0	17.6
10 to 20 miles	23.5	27.8	36.4		24.4	26.7	22.0	23.5
more than 20 miles	45.1	44.4	27.3		53.3	46.7	44.0	52.9
14. Additional one-way commute time								
0 to 10 minutes	27.5	33.3	31.8		11.1	6.7	24.0	11.8
10 to 20 minutes	27.5	22.2	18.2		17.8	20.0	16.0	23.5
more than 20 minutes	37.3	44.4	50.0		68.9	66.7	50.0	58.8
15. Percent of workers who sought better job in past three months	21.6	33.3	15.9		40.0	53.3	30.0	23.5
<u>Underemployment</u>								
16. Percent of workers who say they are currently underemployed	23.5	100.0	6.3	100.0	29.1	100.0	30.0	100.0
17. Reasons respondents give for being	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area	45.0	6.9		21.3	56.3	15.9	72.2	16.7
The low wages at the available jobs	55.0	4.2		12.0	31.3	13.0	61.1	9.3
They live too far from jobs	25.0	1.4		14.7	25.0	4.3	50.0	9.3
They are in school or undergoing training	10.0	2.8		4.0	12.5	4.3	0.0	7.4
Their spouse or partner has a really good job	10.0	4.2		6.7	6.3	2.9	11.1	1.9
They are retired or because of social security limitations	5.0	47.2		16.0	0.0	53.6	0.0	46.3
Disability or other health concerns	5.0	87.5		49.3	0.0	37.7	11.1	27.8
Child care responsibilities	15.0	11.1		6.7	18.8	7.2	11.1	11.1
They take care of someone other than a child	0.0	1.4		4.0	0.0	1.4	5.6	0.0
Other family or personal obligations	10.0	4.2		6.7	18.8	2.9	11.1	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Fayette County because they are statistically unreliable.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>		<u>Lamar</u>		<u>Pickens</u>		<u>Tuscaloosa</u>		<u>Region 3</u>	
			<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience			93.4	87.0	91.5	71.4	89.7	82.6	85.5	72.5
11. Percent of workers who believe they are qualified for a better job			65.6	82.6	64.4	100.0	73.1	95.7	64.7	89.2
Reasons:	Education and training		87.5	89.5	71.1	78.6	71.9	81.8	73.8	78.5
	Skills		75.0	94.7	76.3	71.4	84.2	86.4	73.1	79.4
	Experience		85.0	89.5	78.9	71.4	84.2	81.8	82.1	84.1
12. Additional income for which workers would leave current job										
	0 to 5% more		8.2	4.3	6.8	7.1	9.0	13.0	7.1	7.5
	5 to 15% more		26.2	47.8	20.3	21.4	16.7	30.4	19.0	30.0
	15 to 30% more		32.8	26.1	25.4	35.7	23.1	8.7	26.3	25.0
	30 to 50% more		4.9	4.3	10.2	21.4	17.9	26.1	13.2	20.0
	More than 50% more		6.6	8.7	5.1	0.0	6.4	8.7	6.7	6.7
	*** Would not leave current job		19.7	8.7	27.1	14.3	24.4	13.0	23.9	10.0
13. Additional commute for new job	0 to 10 miles		20.4	14.3	48.8	66.7	15.3	20.0	25.8	24.1
	10 to 20 miles		28.6	42.9	18.6	8.3	39.0	35.0	27.9	28.7
	more than 20 miles		49.0	38.1	30.2	25.0	37.3	45.0	41.1	43.5
14. Additional one-way commute time	0 to 10 minutes		18.4	9.5	39.5	50.0	8.5	15.0	22.3	18.5
	10 to 20 minutes		26.5	28.6	20.9	16.7	30.5	15.0	22.9	20.4
	more than 20 minutes		53.1	57.1	37.2	33.3	52.5	70.0	49.9	58.3
15. Percent of workers who sought better job in past three months			22.4	19.0	18.6	41.7	27.1	30.0	25.2	31.5
<u>Underemployment</u>										
16. Percent of workers who say they are currently underemployed			37.7	100.0	23.7	100.0	28.2	100.0	26.2	100.0
17. Reasons respondents give for being			<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area		73.9	23.7	64.3	15.6	21.7	12.1	55.0	16.0
	The low wages at the available jobs		60.9	13.6	28.6	6.3	52.2	5.2	54.2	9.1
	They live too far from jobs		34.8	11.9	28.6	3.1	0.0	1.7	26.7	6.7
	They are in school or undergoing training		17.4	3.4	7.1	1.6	26.1	5.2	12.5	4.0
	Their spouse or partner has a really good job		26.1	11.9	7.1	6.3	17.4	3.4	14.2	5.3
	They are retired or because of social security limitations		4.3	15.3	0.0	32.8	4.3	37.9	3.3	35.5
	Disability or other health concerns		8.7	54.2	0.0	35.9	4.3	19.0	5.0	37.9
	Child care responsibilities		21.7	5.1	14.3	4.7	26.1	6.9	17.5	7.5
	They take care of someone other than a child		13.0	6.8	7.1	1.6	4.3	3.4	5.8	2.7
	Other family or personal obligations		34.8	6.8	21.4	6.3	17.4	10.3	20.0	5.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 3.2 Underemployment Survey Results, Region 3 (Percent, continued)

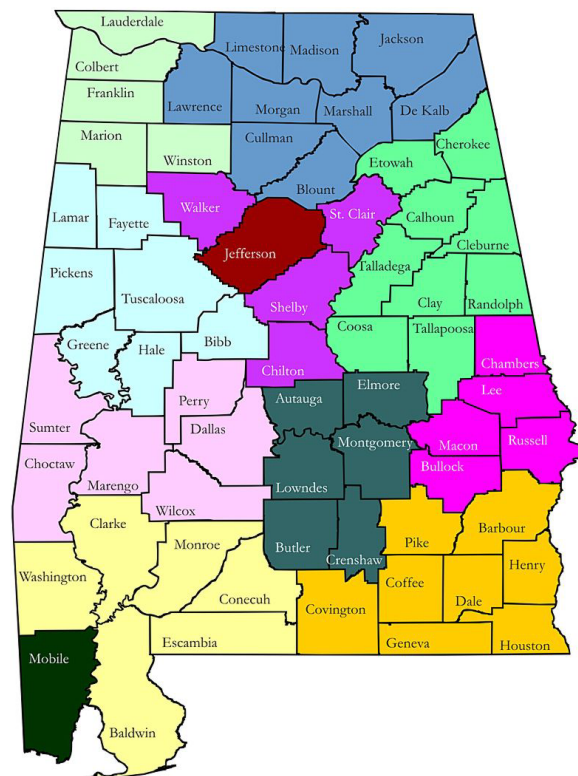
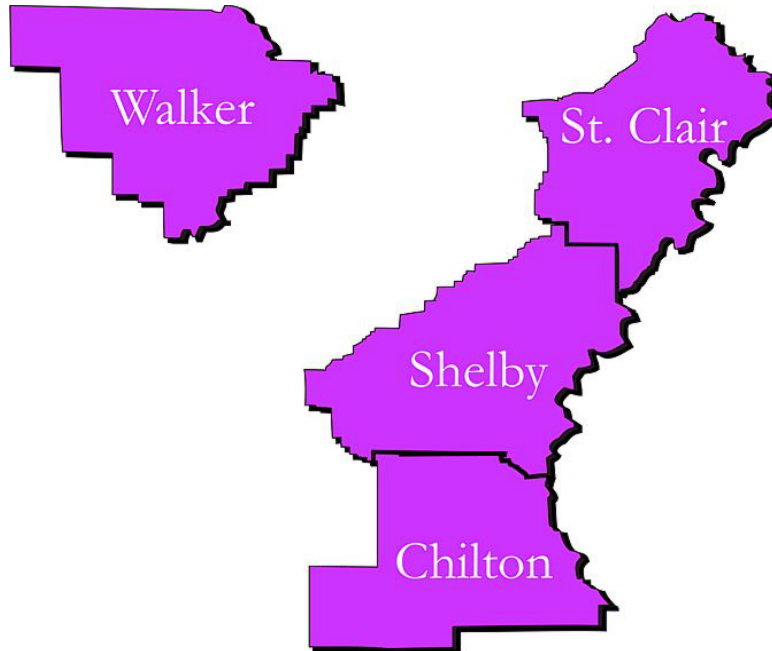
<u>County/WIAA</u>		<u>Bibb</u>			<u>Fayette</u>			<u>Greene</u>			<u>Hale</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		63.0	45.3	75.0	68.3	48.0		48.1	37.1	62.5	43.3	33.3	22.2
19. Sex	Female	47.9	70.7	50.0	52.4	77.3		72.2	75.7	75.0	68.3	68.5	66.7
	Male	52.1	29.3	50.0	47.6	22.7		27.8	24.3	25.0	31.7	31.5	33.3
20. Median age		43	63	36	47	65		37.5	61	40.5	39	51	37.5
21. Ethnicity	Hispanic	0.0	0.0	0.0	1.6	0.0		5.6	4.3	6.3	0.0	3.7	0.0
	White	83.6	77.3	75.0	88.9	78.7		22.2	18.6	25.0	40.0	29.6	33.3
21b. Race		16.4	21.3	25.0	11.1	17.3		77.8	81.4	75.0	60.0	64.9	66.7
22. Last school grade													
High Sch./less, no diploma		11.0	34.7	10.0	11.1	40.0		7.4	27.1	6.3	6.7	33.3	5.6
High School or GED		38.4	44.0	45.0	46.0	49.3		17.8	42.9	25.0	41.7	42.6	50.0
Some college, no degree		16.4	6.7	15.0	12.7	6.7		27.8	12.9	25.0	23.3	13.0	27.8
Jr. College/trade school/associate degree		15.1	2.7	15.0	12.7	1.3		14.8	2.9	25.0	15.0	1.9	11.1
4-year college graduate/BA		13.7	5.3	15.0	9.5	0.0		16.7	7.1	12.5	8.3	5.6	5.6
Postgraduate/Masters		5.5	5.3	10.0	7.9	2.7		5.6	7.1	6.3	5.0	3.7	0.0

<u>County/WIAA</u>		<u>Lamar</u>			<u>Pickens</u>			<u>Tuscaloosa</u>			<u>Region 3</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		73.8	52.5	78.3	67.8	47.1	42.9	59.0	55.0	56.5	60.7	45.6	59.2
19. Sex	Female	59.0	64.4	65.2	64.4	69.1	78.6	59.0	65.0	73.9	59.8	70.5	65.0
	Male	41.0	35.6	34.8	35.6	30.9	21.4	41.0	35.0	26.1	40.2	29.5	35.0
20. Median age		40	66	46	45	59	42	40	68	40	42	63	40
21. Ethnicity	Hispanic	0.0	1.7	0.0	3.4	1.5	0.0	1.3	1.7	4.3	1.6	1.7	2.5
	White	95.1	84.7	95.7	61.0	70.6	50.0	76.9	76.7	78.3	68.5	62.9	65.0
21b. Race		4.9	15.2	4.3	39.0	27.4	50.0	23.0	23.3	21.7	31.3	35.5	35.0
22. Last school grade													
High Sch./less, no diploma		6.6	45.8	4.3	13.6	29.4	21.4	6.4	23.3	4.3	8.9	33.4	8.3
High School or GED		32.8	40.7	17.4	25.4	30.9	14.3	23.1	38.3	30.4	33.5	41.4	30.0
Some college, no degree		26.2	6.8	43.5	13.6	14.7	28.6	17.9	15.0	26.1	19.4	10.6	27.5
Jr. College/trade school/associate degree		16.4	3.4	17.4	16.9	11.8	7.1	15.4	13.3	17.4	15.2	5.2	15.8
4-year college graduate/BA		9.8	3.4	8.7	22.0	7.4	21.4	23.1	5.0	13.0	15.0	4.8	13.3
Postgraduate/Masters		8.2	0.0	8.7	8.5	5.9	7.1	14.1	5.0	8.7	8.0	4.3	5.0

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Fayette County because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 4



Underemployment in Workforce Investment Advisory Area, Region 4

WIAA Region 4 comprises of the four counties shown in Table 4.1. The area's underemployment rate of 25.2 percent is just slightly above the state's 24 percent. Based on December 2004 labor force information, this means that about 40,800 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 46,200 for the area. This number is more than eight times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's higher underemployment rate gives it 8.2 percent of the state's underemployed although it has 7.8 percent of the state's workers.

Table 4.1 Region 4 Underemployed

	<u>Alabama</u>	<u>Region 4</u>	<u>Chilton</u>	<u>Shelby</u>	<u>St. Clair</u>	<u>Walker</u>
Labor Force	2,170,500	167,230	18,620	87,100	33,370	28,140
Employed	2,061,500	161,800	17,910	85,350	31,970	26,570
Underemployment rate	24.0%	25.2%	24.7%	20.0%	31.3%	25.8%
Underemployed workers	494,760	40,774	4,424	17,070	10,007	6,855
Unemployed	109,000	5,430	710	1,750	1,400	1,570
Available labor pool	603,760	46,204	5,134	18,820	11,407	8,425

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 20 percent in Shelby County to 31.3 percent in St. Clair (Table 4.1); only the Shelby County rate was below the Alabama rate. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 4.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area.

Three-quarters of the employed work full-time, 9 percent hold more than one job, and 19 percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 51 percent of the employed, but 18 percent take more than 40 minutes—four percent spend more than an hour. Thirty-eight percent of the employed commute less than 10 miles, 24 percent travel more than 25 miles, and 9 percent exceed 45 miles. Fifty-seven percent have 10 or more years on the job and 28 percent have more than 20 years job tenure. The median monthly wage is between \$2,000 and \$3,000.

Ninety percent of the employed claim their jobs fit well with their education, training, skills, and experience. Fifty-five percent believe they are qualified for a better job. Twenty-two percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 25 percent would leave their jobs, 49 percent will leave for more than that, and 8.5 percent want more

than a 50 percent raise. Thirty-six percent will add up to 10 miles to the one-way commute for the higher-paying job, but 37 percent are prepared to go 20 or more extra miles. For this job, 44 percent are willing to increase the one-way commute by more than 20 minutes while 29 percent will not consider adding more than 10 minutes.

Among the underemployed, 69 percent work full-time, 10 percent hold more than one job, and 26 percent of part-time workers want full-time work. About 51 percent commute for up to 20 minutes one-way but 21 percent drive for over 40 minutes—four percent take more than an hour. The commute is less than 10 miles for 32 percent of the underemployed, 25 percent travel more than 25 miles, and 14 percent exceed 45 miles. Job tenure, occupation, and industry distributions are similar for the employed and underemployed. The median monthly wage is between \$1,000 and \$2,000.

About 80 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. Eighty-one percent believe they are qualified for a better job. A third have sought better jobs in the preceding three months. Twenty-nine percent would leave current job for up to 15 percent more income, 58 percent would leave for more than 15 percent higher wages—four percent want more than a 50 percent raise. While 32 percent will add up to 10 miles to the one-way commute for the new higher-paying job, 41 percent are prepared to add 20 miles or more. Forty-eight percent are willing to increase the one-way commute by more than 20 minutes for this new job, but 24 percent will not consider more than 10 extra minutes.

Of a total 510 respondents, 284 or 56 percent are employed. Primary reasons for being underemployed are lack of job opportunities, low wages at available jobs, live too far from jobs, and child care or other family/personal responsibilities. The main reasons for not working are disability or other health concerns and retirement or social security limitations. Sixty-seven percent employed, 57 percent nonworkers, and 68 percent underemployed are married. Men were 40 percent of employed, 25 percent of nonworkers, and 39 percent of underemployed. The median age is 43 for employed, 41 for underemployed, and 61 for nonworkers. Roughly 94 percent of the employed, 89 percent of nonworkers, and 90 percent of underemployed are white; Hispanics are a tiny portion.

Ten percent of the employed and 13 percent of the underemployed do not hold a high school diploma or equivalent compared to 31 percent of nonworkers. Roughly 28.5 percent employed, 18 percent underemployed, and 11.5 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 4 has an educated 46,200-strong labor pool that is willing to commute and is seeking higher wage jobs.

Table 4.2 Underemployment Survey Results, Region 4 (Percent)

<u>County/WIAA</u>		<u>Chilton</u>		<u>Shelby</u>		<u>St. Clair</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		82.7	4.2	70.0	50.0	80.3	85.7
2. Percent of part-timers who wish to work full-time		15.4	0.0	5.0	12.5	21.4	33.3
3. Percent of workers with more than one job		9.9	21.1	11.3	12.5	4.5	4.8
4. Average commute time (one-way)	Up to 20 minutes	56.0	52.6	47.5	62.5	43.3	42.9
	20 to 40 minutes	21.3	10.5	30.0	25.0	31.3	33.3
	40 minutes to an hour	10.7	21.1	17.5	6.3	14.9	23.8
	More than an hour	8.0	15.8	1.3	0.0	1.5	0.0
5. Commute distance	Less than 10 miles	42.7	36.8	37.5	25.0	31.3	28.6
	10 to 25 miles	29.3	26.3	40.0	62.5	29.9	28.6
	25 to 45 miles	8.0	5.3	16.3	0.0	19.4	23.8
	More than 45 miles	14.7	26.3	2.5	6.3	7.5	14.3
6. Occupation	Farmer/Farming/Hunting/Fishing	1.3	0.0	0.0	0.0	0.0	0.0
	Manager/Teacher/Professional	25.3	31.6	26.3	18.8	11.9	14.3
	Administrative Support/Clerical	12.0	15.8	12.5	12.5	13.4	4.8
	Laborer	1.3	0.0	2.5	0.0	6.0	4.8
	Technician/Machine Operator/Assembler/Inspector	8.0	10.5	1.3	0.0	14.9	9.5
	Transportation Operator	2.7	0.0	0.0	0.0	4.5	9.5
	Retail/Wholesale Salesperson	2.7	5.3	10.0	6.3	6.0	14.3
	Police/Army	1.3	0.0	0.0	0.0	1.5	0.0
	Mechanic/Repairer	1.3	0.0	1.3	6.3	1.5	4.8
	Doctor/Vet	0.0	0.0	1.3	0.0	0.0	0.0
	Nurse	5.3	5.3	5.0	6.3	6.0	9.5
	Hotel/Restaurant/House Help	2.7	0.0	3.8	6.3	1.5	4.8
	Student	0.0	0.0	0.0	0.0	0.0	0.0
	Others	36.0	31.6	35.0	43.8	32.8	23.8
7. Years at current/primary job	Less than a year	8.0	5.3	11.3	6.3	6.0	4.8
	1 to 3 years	6.7	5.3	7.5	18.8	10.4	4.8
	3 to 5 years	10.7	15.8	12.5	12.5	10.4	14.3
	5 to 10 years	17.3	21.1	8.8	6.3	14.9	19.0
	10 to 20 years	32.0	21.1	37.5	43.8	22.4	33.3
	More than 20 years	25.3	31.6	22.5	12.5	35.8	23.8
8. Industry	Manufacturing	4.0	0.0	5.0	12.5	9.0	4.8
	Mining	1.3	0.0	0.0	0.0	0.0	0.0
	Construction	5.3	10.5	6.3	0.0	10.4	0.0
	Wholesale or Retail Trade	1.3	5.3	11.3	6.3	11.9	14.3
	Financer, Insurance or Real Estate	9.3	15.8	2.5	6.3	4.5	4.8
	Local Government	5.3	0.0	3.8	6.3	9.0	4.8
	State Government	10.7	10.5	6.3	6.3	3.0	0.0
	Federal Government	2.7	0.0	1.3	0.0	4.5	4.8
	Transportation, Communication or Public Utilities	9.3	10.5	8.8	0.0	9.0	19.0
	Farming, Hunting, Fishing, Landscaping, or Other	5.3	10.5	1.3	6.3	1.5	4.8
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	25.3	10.5	26.3	18.8	25.4	23.8
9. Monthly wages	Less than \$500	2.7	0.0	6.3	12.5	6.0	4.8
	\$500 up to \$1,000	9.3	10.5	7.5	25.0	6.0	4.8
	\$1,000 up to \$2,000	24.0	26.3	10.0	6.3	26.9	28.6
	\$2,000 up to \$3,000	20.0	26.3	21.3	31.3	22.4	23.8
	\$3,000 up to \$4,000	14.7	10.5	10.0	6.3	13.4	4.8
	\$4,000 up to \$6,000	8.0	5.3	16.3	6.3	6.0	14.3
	More than \$6,000	5.3	0.0	12.5	6.3	3.0	4.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

<u>County/WIAA</u>		<u>Walker</u>		<u>Region 4</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		79.0	68.7	75.6	69.4
2. Percent of part-timers who wish to work full-time		41.7	60.0	18.6	26.3
3. Percent of workers with more than one job		11.3	0.0	9.2	9.7
4. Average commute time (one-way)	Up to 20 minutes	56.5	50.0	50.7	51.4
	20 to 40 minutes	22.6	37.5	26.4	26.4
	40 minutes to an hour	14.5	12.5	14.4	16.7
	More than an hour	4.8	0.0	3.9	4.2
5. Commute distance	Less than 10 miles	38.7	37.5	37.7	31.9
	10 to 25 miles	30.6	43.8	32.7	38.9
	25 to 45 miles	16.1	12.5	14.8	11.1
	More than 45 miles	11.3	6.3	8.8	13.9
6. Occupation	Farmer/Farming/Hunting/Fishing	1.6	0.0	0.7	0.0
	Manager/Teacher/Professional	14.5	18.8	20.1	20.8
	Administrative Support/Clerical	14.5	12.5	13.0	11.1
	Laborer	8.1	6.3	4.2	2.8
	Technician/Machine Operator/Assembler/Inspector	6.5	6.3	7.4	6.9
	Transportation Operator	1.6	0.0	2.1	2.8
	Retail/Wholesale Salesperson	1.6	0.0	5.3	6.9
	Police/Army	0.0	0.0	0.7	0.0
	Mechanic/Repairer	1.6	6.3	1.4	4.2
	Doctor/Vet	0.0	0.0	0.4	0.0
	Nurse	11.3	12.5	6.7	8.3
	Hotel/Restaurant/House Help	6.5	12.5	3.5	5.6
	Student	0.0	0.0	0.0	0.0
	Others	32.3	25.0	34.2	30.6
7. Years at current/primary job	Less than a year	17.7	18.8	10.6	8.3
	1 to 3 years	14.5	18.8	9.5	11.1
	3 to 5 years	3.2	0.0	9.5	11.1
	5 to 10 years	9.7	0.0	12.7	12.5
	10 to 20 years	24.2	37.5	29.6	33.3
	More than 20 years	29.0	25.0	27.8	23.6
8. Industry	Manufacturing	3.2	0.0	5.3	4.2
	Mining	1.6	6.3	0.7	1.4
	Construction	6.5	12.5	7.0	5.6
	Wholesale or Retail Trade	4.8	6.3	7.4	8.3
	Financer, Insurance or Real Estate	4.8	0.0	5.3	6.9
	Local Government	6.5	6.3	6.0	4.2
	State Government	8.1	6.3	7.0	5.6
	Federal Government	0.0	0.0	2.1	1.4
	Transportation, Communication or Public Utilities	8.1	0.0	8.8	8.3
	Farming, Hunting, Fishing, Landscaping, or Other	3.2	6.3	2.8	6.9
	Agricultural				
	Services for Healthcare, Business, Hotel, Restaurant, Household	43.5	50.0	29.6	25.0
9. Monthly wages	Less than \$500	3.2	0.0	4.6	4.2
	\$500 up to \$1,000	12.9	18.8	8.8	13.9
	\$1,000 up to \$2,000	29.0	43.8	21.8	26.4
	\$2,000 up to \$3,000	14.5	0.0	19.7	20.8
	\$3,000 up to \$4,000	14.5	18.8	13.0	9.7
	\$4,000 up to \$6,000	3.2	0.0	8.8	6.9
	More than \$6,000	3.2	0.0	6.3	2.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

<u>County/WIAA</u>		<u>Chilton</u>		<u>Shelby</u>		<u>St. Clair</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		87.7	83.3	92.5	68.8	86.6	76.2
11. <i>Percent of workers who believe they are qualified for a better job</i>		53.3	78.9	60.0	81.3	55.2	81.0
Reasons:	Education and training	77.5	60.0	77.1	84.6	75.7	64.7
	Skills	87.5	80.0	72.9	61.5	78.4	70.6
	Experience	92.5	93.3	87.5	69.2	81.1	70.6
12. <i>Additional income for which workers would leave current job</i>							
	0 to 5% more	6.7	5.3	6.3	6.3	6.0	0.0
	5 to 15% more	13.3	15.8	13.8	31.1	19.4	28.6
	15 to 30% more	28.0	52.6	30.0	31.3	26.9	47.6
	30 to 50% more	16.0	15.8	13.8	12.5	11.9	9.5
	More than 50% more	13.3	0.0	6.3	6.3	9.0	4.8
	*** Would not leave current job	21.0	10.5	26.3	12.5	25.4	9.5
13. <i>Additional commute for new job</i>							
	0 to 10 miles	27.1	29.4	47.5	21.4	34.0	36.8
	10 to 20 miles	27.1	17.6	16.9	28.6	36.0	42.1
	more than 20 miles	42.4	52.9	30.5	42.9	28.0	21.1
14. <i>Additional one-way commute time</i>							
	0 to 10 minutes	25.4	29.4	40.7	28.6	20.0	15.8
	10 to 20 minutes	23.7	17.6	22.0	28.6	36.0	47.4
	more than 20 minutes	49.2	52.9	32.2	35.7	42.0	36.8
15. <i>Percent of workers who sought better job in past three months</i>		27.1	35.3	16.9	42.9	26.0	36.8
<u>Underemployment</u>							
16. <i>Percent of workers who say they are currently underemployed</i>		24.7	100.0	20.0	100.0	31.3	100.0
17. <i>Reasons respondents give for being</i>		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	68.4	8.9	31.3	0.0	33.3	2.0
	The low wages at the available jobs	52.6	3.6	37.5	3.1	42.9	2.0
	They live too far from jobs	36.8	0.0	6.3	0.0	28.6	0.0
	They are in school or undergoing training	5.3	1.8	12.5	3.1	0.0	0.0
	Their spouse or partner has a really good job	10.5	10.7	6.3	9.4	9.5	6.0
	They are retired or because of social security limitations	10.5	33.9	6.3	50.0	4.8	42.0
	Disability or other health concerns	10.5	39.3	6.3	28.1	9.5	38.0
	Child care responsibilities	15.8	8.9	31.3	15.6	28.6	2.0
	They take care of someone other than a child	10.5	3.6	18.8	3.1	9.5	4.0
	Other family or personal obligations	10.5	7.1	18.8	6.3	14.3	2.0
Emp – Employed		Und – Underemployed		NnW – Nonworkers			
Note: Rounding errors may be present.							

Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>	<u>Walker</u>		<u>Region 4</u>	
		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		91.9	93.8	89.7	80.3
11. <i>Percent of workers who believe they are qualified for a better job</i>		51.6	81.3	55.3	80.6
Reasons:	Education and training	78.1	84.6	77.1	72.4
	Skills	78.1	84.6	79.0	74.1
	Experience	84.4	92.3	86.6	81.0
12. <i>Additional income for which workers would leave current job</i>					
	0 to 5% more	4.8	0.0	6.0	2.8
	5 to 15% more	30.6	31.3	18.7	26.4
	15 to 30% more	21.0	31.3	26.8	41.7
	30 to 50% more	11.3	12.5	13.4	12.5
	More than 50% more	4.8	6.3	8.5	4.2
	*** Would not leave current job	25.8	18.8	24.6	12.5
13. <i>Additional commute for new job</i>	0 to 10 miles	32.6	38.5	35.5	31.7
	10 to 20 miles	17.4	7.7	24.3	25.4
	more than 20 miles	50.0	53.8	37.4	41.3
14. <i>Additional one-way commute time</i>	0 to 10 minutes	26.1	23.1	28.5	23.8
	10 to 20 minutes	19.6	7.7	25.2	27.0
	more than 20 minutes	54.3	69.2	43.9	47.6
15. <i>Percent of workers who sought better job in past three months</i>		17.4	15.4	22.0	33.3
<u>Underemployment</u>					
16. <i>Percent of workers who say they are currently underemployed</i>		25.8	100.0	25.2	100.0
17. <i>Reasons respondents give for being</i>		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	50.0	9.4	45.8	6.3
	The low wages at the available jobs	43.8	5.9	44.4	4.0
	They live too far from jobs	18.8	5.9	23.6	2.2
	They are in school or undergoing training	18.8	7.1	8.3	3.6
	Their spouse or partner has a really good job	12.5	10.6	9.7	9.4
	They are retired or because of social security limitations	6.3	15.3	6.9	30.9
	Disability or other health concerns	6.3	38.8	8.3	37.2
	Child care responsibilities	18.8	17.6	23.6	11.7
	They take care of someone other than a child	12.5	3.5	12.5	3.6
	Other family or personal obligations	25.0	5.9	31.9	5.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

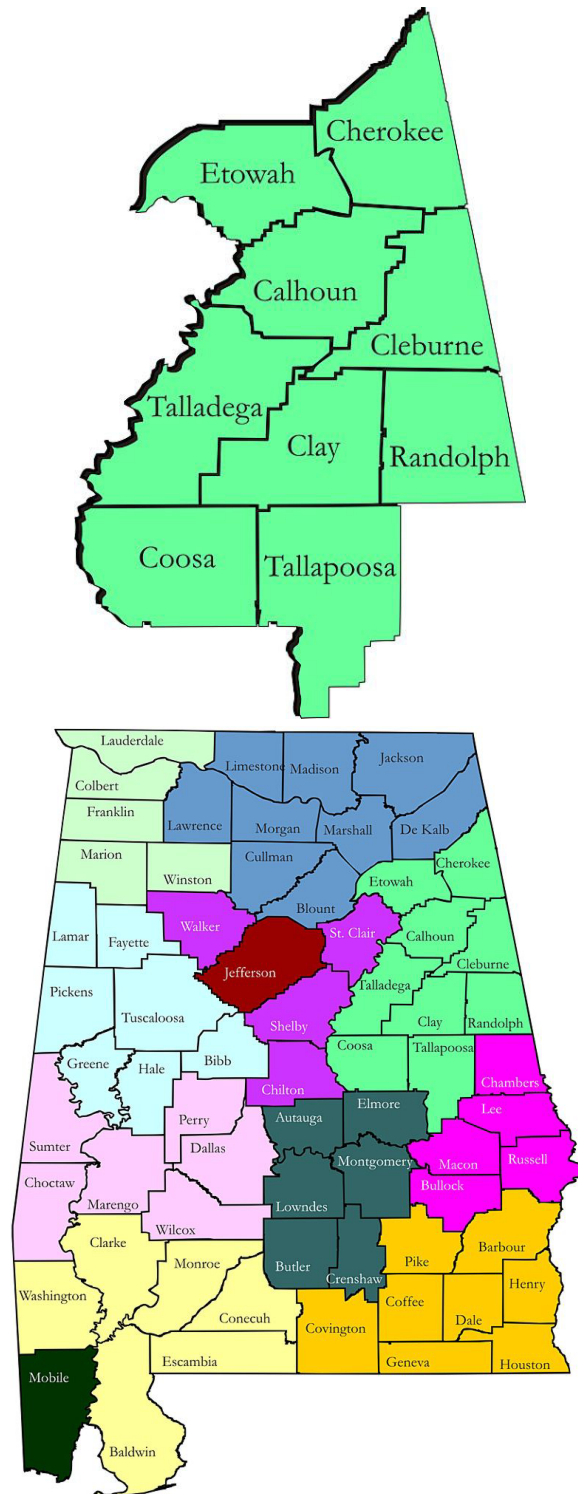
Table 4.2 Underemployment Survey Results, Region 4 (Percent, continued)

<u>County/WIAA</u>		<u>Chilton</u>			<u>Shelby</u>			<u>St. Clair</u>			<u>Walker</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		69.3	50.0	73.7	72.5	65.6	81.3	73.1	2.0	61.9	51.6	57.6	43.8
19. Sex	Female	61.3	87.9	68.3	62.5	65.6	68.8	58.2	74.5	47.6	54.8	70.6	62.5
	Male	38.7	12.1	31.7	37.5	34.4	31.3	41.8	25.5	52.4	45.2	29.4	37.5
20. Median age		46	62	51	44	62	44	43.5	61	40	41	60	38.5
21. Ethnicity	Hispanic	1.3	0.0	0.0	2.5	3.1	0.0	1.5	0.0	0.0	1.6	0.0	6.3
21b. Race	White	96.0	82.8	94.7	91.3	90.6	87.5	95.5	86.3	90.5	91.9	94.1	87.5
	African-American/Other	4.0	15.5	5.3	3.8	6.3	6.3	3.0	13.8	4.8	6.4	4.8	12.4
22. Last school grade													
High Sch./less, no diploma		12.0	19.7	5.3	3.8	21.9	6.3	7.5	27.5	14.3	16.1	29.4	25.0
High School or GED		40.0	34.5	47.4	21.3	40.6	31.3	32.8	33.3	28.6	27.4	36.5	31.3
Some college, no degree		48.7	6.9	42.1	20.0	12.5	18.8	22.4	17.6	28.6	30.6	18.8	25.0
Jr. College/trade school/associate degree		8.0	5.2	0.0	11.3	3.1	6.3	10.4	9.8	9.5	6.5	7.1	6.3
4-year college graduate/BA		8.0	8.6	0.0	28.8	15.6	25.0	19.4	11.8	4.8	9.7	5.9	6.3
Postgraduate/Masters		13.3	3.4	5.3	15.0	3.1	12.5	7.5		14.3	9.7	2.4	6.3

<u>County/WIAA</u>		<u>Region 4</u>		
Respondent		Emp	NnW	Und
<u>Characteristics</u>				
18. Married Respondents		67.3	56.6	68.1
19. Sex	Female	59.5	75.2	61.1
	Male	40.5	24.8	38.9
20. Median age		43	61	41
21. Ethnicity	Hispanic	1.8	0.4	1.4
21b. Race	White	93.7	88.9	90.3
	African-American/Other	4.3	9.7	8.0
22. Last school grade				
High Sch./less, no diploma		9.5	30.5	12.5
High School or GED		30.3	35.8	34.7
Some college, no degree		22.5	14.6	29.2
Jr. College/trade school/associate degree		9.2	6.6	5.6
4-year college graduate/BA		16.9	9.3	8.3
Postgraduate/Masters		11.6	2.2	9.7

Emp – Employed Und – Underemployed NnW – Nonworkers
 Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Region 5



Underemployment in Workforce Investment Advisory Area, Region 5

WIAA Region 5 comprises of the nine counties shown in Table 5.1. The area's underemployment rate of 23.6 percent is just below the state's 24 percent. Based on December 2004 labor force information, about 43,800 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 54,900 for the area. This number is almost five times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's lower underemployment rate gives it 8.9 percent of the state's underemployed; it has 9.0 percent of the state's workers.

Table 5.1 Region 5 Underemployed

	<u>Alabama</u>	<u>Region 5</u>	<u>Calhoun</u>	<u>Cherokee</u>	<u>Clay</u>	<u>Cleburne</u>
Labor Force	2,170,500	196,710	54,220	11,320	6,640	6,830
Employed	2,061,500	185,590	51,480	10,830	6,240	6,580
Underemployment rate	24.0%	23.6%	27.4%	15.5%	24.6%	21.7%
Underemployed workers	494,760	43,799	14,106	1,679	1,535	1,428
Unemployed	109,000	11,120	2,740	490	400	250
Available labor pool	603,760	54,919	16,846	2,169	1,935	1,678
	<u>Coosa</u>	<u>Etowah</u>	<u>Randolph</u>	<u>Talladega</u>	<u>Tallapoosa</u>	
Labor Force	5,340	47,750	9,340	35,260	20,010	
Employed	4,970	44,890	8,740	33,020	18,840	
Underemployment rate	28.80%	28.90%	22.90%	15.90%	26.30%	
Underemployed workers	1,431	12,973	2,001	5,250	4,955	
Unemployed	370	2,860	600	2,240	1,170	
Available labor pool	1,801	15,833	2,601	7,490	6,125	

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 15.5 percent in Cherokee County to 28.9 percent in Etowah (Table 5.1). Five counties had underemployment rates that exceeded the Alabama rate. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 5.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results for the underemployed are not presented for Cherokee and Talladega counties because they had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

Eighty-five percent of the employed are full-time workers, 8 percent hold more than one job, and 31 percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 59 percent of the employed, but 11 percent take more than 40 minutes—3 percent spend more than an hour. Forty-four percent of the employed commute less than 10 miles, 18 percent travel more than 25 miles, and 6 percent exceed 45 miles. Fifty-one percent have 10 or

more years on the job and a quarter have more than 20 years job tenure. The median monthly wage is between \$1,000 and \$2,000.

Of the employed, 85 percent claim their jobs fit well with their education, training, skills, and experience, but 57 percent believe they are qualified for a better job. Seventeen percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 28 percent would leave their current jobs, 39 percent will leave for more than that, and 6 percent want more than a 50 percent raise. Twenty-six percent will add up to 10 miles to the one-way commute for the higher-paying job, but 44 percent are prepared to go 20 or more extra miles. For this job, 53 percent will increase the one-way commute by more than 20 minutes while 20 percent will not consider adding more than 10 minutes.

Among the underemployed, 79 percent work full-time, 9 percent hold more than one job, and 53 percent of part-time workers want full-time work. About 59 percent commute for up to 20 minutes one-way, but 14 percent drive for over 40 minutes—four percent take more than an hour. The commute is less than 10 miles for 44 percent of the underemployed, 18 percent travel more than 25 miles, and 6 percent exceed 45 miles. The underemployed have been in their current jobs for slightly fewer years than the employed, 21 percent have more than 20 years job tenure, compared to 25 percent of employed. Sixty-two percent earn up to \$2,000 monthly versus 43 percent employed. More underemployed are managers, teachers, or professionals.

About 74 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. Eighty percent believe they are qualified for a better job. Thirty percent have sought better jobs in the preceding three months. Thirty-nine percent would leave current job for up to 15 percent more income, 47.5 percent would leave for more than 15 percent higher wages—8 percent want more than a 50 percent raise. Twenty-four percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 44 percent are prepared to add 20 miles or more. Fifty-seven percent are willing to increase the one-way commute by more than 20 minutes for this new job while 18 percent will not consider driving more than 10 additional minutes.

Of a total 1,260 respondents, 657 or 52 percent are employed. Primary reasons for being underemployed are lack of job opportunities, low wages at available jobs, live too far from jobs, and child care or other family/personal responsibilities. Major reasons for not working are retirement or social security limitations and disability or other health concerns. Sixty-seven percent employed, 54 percent nonworkers, and 63 percent underemployed are married. Men were 44 percent of employed, 28 percent of nonworkers, and 40 percent of underemployed. The median age is 44 for employed, 41 underemployed, and 63 for nonworkers. Roughly 80 percent of employed, nonworkers, and underemployed are white; Hispanics are a tiny portion of respondents.

Fourteen percent of the employed and 10 percent of the underemployed do not hold a high school diploma or equivalent, compared to 30 percent of nonworkers. Twenty-three percent employed, 18 percent underemployed, and 11 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 5 has a large labor pool (about 54,900) that is willing to commute and is seeking higher wage jobs.

Table 5.2 Underemployment Survey Results, Region 5 (Percent)

<u>County/WIAA</u>		<u>Calhoun</u>		<u>Cherokee</u>		<u>Clay</u>		<u>Cleburne</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		80.3	70.0	87.5		84.1	75.0	86.6	71.4
2. <i>Percent of part-timers who wish to work full-time</i>		42.9	50.0	0.0		30.0	50.0	20.0	40.0
3. <i>Percent of workers with more than one job</i>		5.6	5.0	10.9		6.3	0.0	5.9	13.3
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	69.0	70.0	57.8		57.1	62.5	52.9	60.0
	20 to 40 minutes	25.4	25.0	28.1		25.4	18.8	27.9	33.3
	40 minutes to an hour	1.4	0.0	4.7		4.8	12.5	7.4	0.0
	More than an hour	0.0	0.0	1.6		4.8	6.3	1.5	6.7
5. <i>Commute distance</i>	Less than 10 miles	46.5	50.0	48.4		46.0	43.8	33.8	46.7
	10 to 25 miles	38.0	35.0	20.3		27.0	31.3	32.4	40.0
	25 to 45 miles	8.5	5.0	18.8		9.5	6.3	20.6	6.7
	More than 45 miles	0.0	5.0	4.7		9.5	18.8	2.9	6.7
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	0.0	0.0	3.1		6.3	0.0	4.4	6.7
	Manager/Teacher/Professional	11.3	0.0	11.6		6.3	0.0	16.2	20.0
	Administrative Support/Clerical	5.6	5.0	9.4		7.9	0.0	10.3	13.3
	Laborer	7.0	5.0	10.9		7.9	12.5	8.8	6.7
	Technician/Machine Operator/Assembler/Inspector	8.5	10.0	9.4		19.0	25.0	8.8	13.3
	Transportation Operator	2.8	0.0	7.8		3.2	0.0	5.9	0.0
	Retail/Wholesale Salesperson	9.9	10.0	4.7		6.3	0.0	4.4	13.3
	Police/Army	2.8	5.0	0.0		1.6	0.0	0.0	0.0
	Mechanic/Repairer	2.8	5.0	1.6		3.2	0.0	1.5	0.0
	Doctor/Vet	0.0	10.0	1.6		0.0	0.0	0.0	0.0
	Nurse	8.5	5.0	6.3		6.3	12.5	2.9	0.0
	Hotel/Restaurant/House Help	5.6	15.0	1.6		3.2	0.0	5.9	13.3
	Student	0.0	0.0	0.0		0.0	0.0	1.5	0.0
	Others	32.4	35.0	28.1		28.6	50.0	29.4	13.3
7. <i>Years at current/primary job</i>	Less than a year	19.7	15.0	14.1		15.9	25.0	19.1	20.0
	1 to 3 years	9.9	15.0	14.1		11.1	12.5	7.4	20.0
	3 to 5 years	8.5	20.0	4.7		7.9	6.3	13.2	13.3
	5 to 10 years	11.3	0.0	14.1		20.6	25.0	10.3	6.7
	10 to 20 years	28.2	25.0	29.7		25.4	12.5	32.4	20.0
	More than 20 years	22.5	25.0	23.4		19.0	18.8	17.6	20.0
8. <i>Industry</i>	Manufacturing	8.5	10.0	20.3		19.0	18.8	16.2	20.0
	Mining	0.0	0.0	1.6		0.0	0.0	0.0	0.0
	Construction	5.6	0.0	9.4		12.7	18.8	8.8	0.0
	Wholesale or Retail Trade	7.0	10.0	6.3		6.3	0.0	7.4	20.0
	Financer, Insurance or Real Estate	0.0	0.0	1.6		0.0	0.0	1.5	0.0
	Local Government	1.4	0.0	3.1		1.6	0.0	2.9	6.7
	State Government	5.6	5.0	3.1		9.5	6.3	1.5	6.7
	Federal Government	4.2	0.0	3.1		3.2	0.0	1.5	0.0
	Transportation, Communication or Public Utilities	5.6	5.0	10.9		1.6	0.0	10.3	6.7
	Farming, Hunting, Fishing, Landscaping, or Other	2.8	0.0	6.3		7.9	0.0	7.4	6.7
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	31.0	35.0	23.4		27.0	43.8	23.5	20.0
9. <i>Monthly wages</i>	Less than \$500	9.9	15.0	3.1		1.6	0.0	4.4	6.7
	\$500 up to \$1,000	14.1	15.0	6.3		22.2	37.5	4.4	13.3
	\$1,000 up to \$2,000	26.8	35.0	31.3		25.4	43.8	35.3	53.3
	\$2,000 up to \$3,000	15.5	15.0	17.2		22.2	18.8	14.7	6.7
	\$3,000 up to \$4,000	9.9	10.0	20.3		4.8	0.0	8.8	6.7
	\$4,000 up to \$6,000	7.0	0.0	4.7		6.3	0.0	5.9	0.0
	More than \$6,000	5.6	5.0	4.7		4.8	0.0	5.9	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Cherokee County because they are statistically unreliable.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

<u>County/WIAA</u>		<u>Coosa</u>		<u>Etowah</u>		<u>Randolph</u>		<u>Talladega</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		81.4	76.2	80.8	81.8	88.5	79.2	86.8	
2. Percent of part-timers who wish to work full-time		30.8	40.0	14.3	50.0	41.7	100	20.0	
3. Percent of workers with more than one job		10.0	19.0	15.1	13.6	8.6	8.3	8.7	
4. Average commute time (one-way)	Up to 20 minutes	50.0	47.6	61.6	54.5	41.7	54.2	69.6	
	20 to 40 minutes	31.4	33.3	20.5	31.8	50.0	29.2	23.2	
	40 minutes to an hour	7.1	9.5	9.6	9.1	0.0	12.5	7.2	
	More than an hour	7.1	9.5	2.7	4.5	0.0	4.2	0.0	
5. Commute distance	Less than 10 miles	35.7	33.3	47.9	40.9	43.8	41.7	50.7	
	10 to 25 miles	41.4	38.1	30.1	45.5	28.6	37.5	34.8	
	25 to 45 miles	8.6	19.0	8.2	4.5	17.1	12.5	7.2	
	More than 45 miles	11.4	9.5	6.8	4.5	6.7	4.2	4.3	
6. Occupation	Farmer/Farming/Hunting/Fishing	1.4	0.0	1.4	0.0	2.9	0.0	0.0	
	Manager/Teacher/Professional	8.6	9.5	17.8	18.2	18.1	16.7	18.8	
	Administrative Support/Clerical	8.6	19.0	6.8	4.5	7.6	8.3	8.7	
	Laborer	7.1	0.0	5.5	9.1	8.6	8.3	13.0	
	Technician/Machine Operator/Assembler/Inspector	20.0	14.3	13.7	9.1	21.9	37.5	15.9	
	Transportation Operator	1.4	0.0	4.1	4.5	1.0	4.2	0.0	
	Retail/Wholesale Salesperson	5.7	9.5	9.6	0.0	7.6	4.2	4.3	
	Police/Army	2.9	4.8	4.1	18.2	0.0	0.0	1.4	
	Mechanic/Repairer	1.4	0.0	1.4	0.0	0.0	0.0	2.9	
	Doctor/Vet	1.4	4.8	0.0	0.0	0.0	0.0	0.0	
	Nurse	7.1	0.0	6.8	4.5	5.7	4.2	7.2	
	Hotel/Restaurant/House Help	4.3	4.8	6.8	4.5	1.0	0.0	2.9	
	Student	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	Others	30.0	33.3	20.5	27.3	24.8	16.7	24.6	
7. Years at current/primary job	Less than a year	12.9	19.0	9.6	4.5	17.1	20.8	8.7	
	1 to 3 years	7.1	14.3	13.7	18.2	5.7	12.5	5.8	
	3 to 5 years	14.3	9.5	15.1	18.2	6.7	8.3	7.2	
	5 to 10 years	22.9	9.5	11.0	13.6	16.2	16.7	14.5	
	10 to 20 years	20.0	14.3	26.0	36.4	28.6	29.2	26.1	
	More than 20 years	20.0	33.3	24.7	9.1	21.9	8.3	36.2	
8. Industry	Manufacturing	12.9	4.8	8.2	13.6	27.6	29.2	17.4	
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	Construction	4.3	0.0	6.8	4.5	6.7	16.7	5.8	
	Wholesale or Retail Trade	14.3	14.3	12.3	9.1	7.6	8.3	4.3	
	Financer, Insurance or Real Estate	1.4	4.8	4.1	4.5	5.7	0.0	1.4	
	Local Government	5.7	9.5	2.7	9.1	5.7	0.0	5.8	
	State Government	12.9	14.3	4.1	4.5	7.6	8.3	13.0	
	Federal Government	2.9	4.8	2.7	4.5	0.0	0.0	2.9	
	Transportation, Communication or Public Utilities	2.9	4.8	6.8	9.1	4.8	8.3	4.3	
	Farming, Hunting, Fishing, Landscaping, or Other	2.9	4.8	1.4	0.0	5.7	8.3	0.0	
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	28.6	23.8	34.2	22.7	20.0	12.5	29.0	
9. Monthly wages	Less than \$500	4.3	4.8	2.7	4.5	2.9	4.2	4.3	
	\$500 up to \$1,000	18.6	19.0	8.2	18.2	17.1	25.0	14.5	
	\$1,000 up to \$2,000	31.4	47.6	17.8	13.6	20.0	41.7	21.7	
	\$2,000 up to \$3,000	24.3	19.0	26.0	36.4	17.1	12.5	13.0	
	\$3,000 up to \$4,000	7.1	9.5	8.2	4.5	6.7	8.3	11.6	
	\$4,000 up to \$6,000	2.9	0.0	2.7	4.5	9.5	0.0	10.1	
	More than \$6,000	5.7	0.0	12.3	0.0	3.8	0.0	10.1	

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Talladega County because they are statistically unreliable.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

<u>County/WIAA</u>		<u>Tallapoosa</u>		<u>Region 5</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		89.2	90.0	85.3	79.2
2. Percent of part-timers who wish to work full-time		75.0	100	30.6	52.9
3. Percent of workers with more than one job		2.7	0.0	8.2	9.4
4. Average commute time (one-way)	Up to 20 minutes	62.2	65.0	59.1	59.4
	20 to 40 minutes	17.6	10.0	25.2	25.6
	40 minutes to an hour	9.5	15.0	7.8	9.4
	More than an hour	6.8	10.0	3.2	4.4
5. Commute distance	Less than 10 miles	45.9	45.0	44.4	43.8
	10 to 25 miles	28.4	25.0	31.3	35.0
	25 to 45 miles	12.2	15.0	12.5	11.3
	More than 45 miles	6.8	5.0	5.9	6.3
6. Occupation	Farmer/Farming/Hunting/Fishing	0.0	0.0	2.1	0.6
	Manager/Teacher/Professional	17.6	25.0	4.8	14.4
	Administrative Support/Clerical	6.8	5.0	7.9	6.9
	Laborer	10.8	15.0	8.8	9.4
	Technician/Machine Operator/Assembler/Inspector	14.9	15.0	15.1	18.8
	Transportation Operator	5.4	5.0	3.4	1.9
	Retail/Wholesale Salesperson	8.1	0.0	6.9	5.6
	Police/Army	4.1	0.0	1.8	3.8
	Mechanic/Repairer	1.4	0.0	1.7	1.3
	Doctor/Vet	0.0	0.0	0.3	0.6
	Nurse	4.1	5.0	6.1	5.0
	Hotel/Restaurant/House Help	1.4	0.0	3.5	5.0
	Student	1.4	0.0	0.3	0.0
	Others	24.3	30.0	26.8	26.3
7. Years at current/primary job	Less than a year	5.4	10.0	13.7	17.5
	1 to 3 years	5.4	10.0	8.7	13.8
	3 to 5 years	12.2	10.0	9.8	11.9
	5 to 10 years	17.6	5.0	15.4	11.3
	10 to 20 years	17.6	25.0	26.1	24.4
	More than 20 years	40.5	40.0	25.2	20.6
8. Industry	Manufacturing	24.3	30.0	17.7	20.6
	Mining	1.4	0.0	0.3	0.0
	Construction	5.4	5.0	7.2	6.3
	Wholesale or Retail Trade	5.4	0.0	7.9	10.0
	Financer, Insurance or Real Estate	1.4	0.0	2.1	1.3
	Local Government	8.1	5.0	4.3	4.4
	State Government	14.9	20.0	8.1	8.8
	Federal Government	0.0	0.0	2.1	2.5
	Transportation, Communication or Public Utilities	9.5	5.0	6.3	5.0
	Farming, Hunting, Fishing, Landscaping, or Other	1.4	0.0	4.0	2.5
	Agricultural				
	Services for Healthcare, Business, Hotel, Restaurant, Household	20.3	15.0	26.1	23.1
9. Monthly wages	Less than \$500	4.1	5.0	4.1	6.3
	\$500 up to \$1,000	13.5	15.0	13.4	20.0
	\$1,000 up to \$2,000	21.6	20.0	25.3	36.3
	\$2,000 up to \$3,000	14.9	10.0	18.3	16.9
	\$3,000 up to \$4,000	9.5	5.0	9.5	7.5
	\$4,000 up to \$6,000	6.8	20.0	6.4	3.1
	More than \$6,000	6.8	5.0	5.9	1.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

<u>County/WIAA</u>		<u>Calhoun</u>		<u>Cherokee</u>		<u>Clay</u>		<u>Cleburne</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience		74.6	60.0	90.6		81.0	68.8	82.4	86.7
11. Percent of workers who believe they are qualified for a better job		60.6	90.0	45.3		47.6	68.8	63.2	73.3
Reasons:	Education and training	72.1	83.3	72.4		66.7	72.7	76.7	81.8
	Skills	81.4	77.8	79.3		70.0	90.9	74.4	81.8
	Experience	83.7	88.9	89.7		76.7	63.6	83.7	90.9
12. Additional income for which workers would leave current job									
	0 to 5% more	5.7	10.0	12.5		4.8	12.5	13.2	13.3
	5 to 15% more	24.3	25.0	28.1		23.8	31.3	22.1	46.7
	15 to 30% more	24.3	25.0	15.6		25.4	37.5	19.1	26.7
	30 to 50% more	11.4	15.0	9.4		9.5	6.3	8.8	0.0
	More than 50% more	5.7	5.0	9.4		6.3	12.5	5.9	0.0
	*** Would not leave current job	24.3	20.0	23.4		28.6	0.0	26.5	13.3
13. Additional commute for new job									
	0 to 10 miles	16.7	6.3	28.6		24.4	31.3	26.0	23.1
	10 to 20 miles	18.5	18.8	28.6		28.9	31.3	32.0	53.8
	more than 20 miles	55.6	68.8	40.8		44.4	37.4	38.0	23.1
14. Additional one-way commute time									
	0 to 10 minutes	16.7	12.5	22.4		26.7	37.5	24.0	23.1
	10 to 20 minutes	16.7	6.3	24.5		17.8	12.5	28.0	30.8
	more than 20 minutes	59.4	81.3	51.0		55.6	50.0	46.0	46.2
15. Percent of workers who sought better job in past three months		16.7	31.3	14.3		15.6	25.0	16.0	30.8
<u>Underemployment</u>									
16. Percent of workers who say they are currently underemployed		27.4	100.0	15.5	100.0	24.6	100.0	21.7	100.0
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	40.0	9.7		5.7	75.0	14.3	46.7	5.4
	The low wages at the available jobs	30.0	8.1		5.7	43.8	4.8	40.0	3.6
	They live too far from jobs	10.0	4.8		2.9	25.0	3.2	20.0	1.8
	They are in school or undergoing training	0.0	1.6		1.4	12.5	4.8	13.3	3.6
	Their spouse or partner has a really good job	20.0	9.7		4.3	18.8	1.6	6.7	1.8
	They are retired or because of social security limitations	5.0	40.3		34.3	0.0	33.3	0.0	39.3
	Disability or other health concerns	10.0	30.6		37.1	6.3	38.1	6.7	39.3
	Child care responsibilities	15.0	9.7		7.1	12.5	7.9	26.7	8.9
	They take care of someone other than a child	5.0	6.5		2.9	6.3	0.0	13.3	5.4
	Other family or personal obligations	10.0	3.2		2.9	18.8	1.6	20.0	1.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Cherokee County because they are statistically unreliable.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

<u>County/WIAA</u>		<u>Coosa</u>		<u>Etowah</u>		<u>Randolph</u>		<u>Talladega</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience		84.3	66.7	84.9	81.8	88.6	83.3	89.9	
11. Percent of workers who believe they are qualified for a better job		62.9	85.7	64.4	86.4	58.1	87.5	55.1	
Reasons:	Education and training	88.6	100.0	78.7	78.9	71.0	61.9	73.7	
	Skills	77.3	83.3	70.2	73.7	79.0	76.2	84.2	
	Experience	79.5	77.8	78.7	68.4	80.6	85.7	81.6	
12. Additional income for which workers would leave current job									
	0 to 5% more	7.1	9.5	4.1	9.1	8.6	12.5	4.3	
	5 to 15% more	20.0	23.8	21.9	22.7	21.0	33.3	15.9	
	15 to 30% more	28.6	33.3	26.0	36.4	23.8	25.0	24.6	
	30 to 50% more	7.1	9.5	13.7	9.1	9.5	0.0	8.7	
	More than 50% more	11.4	14.3	4.1	9.1	1.9	8.3	2.9	
	*** Would not leave current job	25.7	9.5	27.4	13.6	31.4	12.5	37.7	
13. Additional commute for new job									
	0 to 10 miles	25.0	36.8	20.8	15.8	27.8	19.0	20.9	
	10 to 20 miles	25.0	42.1	22.6	21.1	31.9	33.3	37.2	
	more than 20 miles	50.0	21.1	52.8	63.2	34.7	42.9	24.9	
14. Additional one-way commute time									
	0 to 10 minutes	15.4	21.1	11.3	5.3	27.8	19.0	14.0	
	10 to 20 minutes	25.0	36.8	88.7	31.6	18.1	19.0	30.2	
	more than 20 minutes	59.6	42.1	0.0	63.2	42.2	52.4	48.8	
15. Percent of workers who sought better job in past three months		28.8	52.6	11.3	21.1	12.5	33.3	27.9	
<u>Underemployment</u>									
16. Percent of workers who say they are currently underemployed		28.8	100.0	28.9	100.0	22.9	100.0	15.9	100.0
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	42.9	10.1	54.5	8.1	62.5	19.7		7.1
	The low wages at the available jobs	28.6	11.6	27.3	5.4	50.0	9.2		7.1
	They live too far from jobs	38.1	5.8	13.6	2.7	33.3	7.9		3.6
	They are in school or undergoing training	14.3	0.0	4.5	1.4	12.5	10.5		3.6
	Their spouse or partner has a really good job	23.8	0.0	9.1	4.1	29.2	10.5		8.9
	They are retired or because of social security limitations	0.0	43.5	4.5	43.2	8.3	28.9		30.4
	Disability or other health concerns	0.0	40.6	4.5	28.4	8.3	39.5		33.9
	Child care responsibilities	28.6	5.8	9.1	8.1	39.5	14.5		7.1
	They take care of someone other than a child	9.5	1.4	0.0	5.4	20.8	5.3		1.8
	Other family or personal obligations	19.0	5.8	18.2	4.1	37.5	10.5		5.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Talladega County because they are statistically unreliable.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

<u>County/WIAA</u>		<u>Tallapoosa</u>		<u>Region 5</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience					
		89.2	80.0	85.4	74.4
11. Percent of workers who believe they are qualified for a better job					
		55.4	75.0	57.3	80.0
Reasons:	Education and training	68.3	80.0	74.7	79.7
	Skills	78.0	80.0	77.4	79.7
	Experience	82.9	86.7	81.9	80.5
12. Additional income for which workers would leave current job					
	0 to 5% more	6.8	10.0	7.5	11.3
	5 to 15% more	9.5	15.0	20.6	27.5
	15 to 30% more	20.3	40.0	23.2	30.6
	30 to 50% more	6.8	10.0	9.5	8.8
	More than 50% more	10.8	10.0	6.3	8.1
	*** Would not leave current job	44.6	15.0	30.2	11.3
13. Additional commute for new job					
	0 to 10 miles	41.5	35.3	25.5	23.9
	10 to 20 miles	12.2	5.9	26.6	29.6
	more than 20 miles	43.9	52.9	43.9	43.7
14. Additional one-way commute time					
	0 to 10 minutes	22.0	11.8	20.3	18.3
	10 to 20 minutes	24.4	23.5	23.6	22.5
	more than 20 minutes	53.7	64.7	52.6	57.0
15. Percent of workers who sought better job in past three months					
		14.6	23.5	17.2	30.3
<u>Underemployment</u>					
16. Percent of workers who say they are currently underemployed					
		26.3	100.0	23.6	100.0
17. Reasons respondents give for being					
		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	60.0	7.3	55.6	10.0
	The low wages at the available jobs	55.0	3.6	37.5	6.7
	They live too far from jobs	20.0	11.8	21.9	4.0
	They are in school or undergoing training	0.0	1.8	8.1	3.3
	Their spouse or partner has a really good job	10.0	5.5	15.6	5.2
	They are retired or because of social security limitations	0.0	45.5	2.5	37.5
	Disability or other health concerns	10.0	23.6	6.3	34.8
	Child care responsibilities	5.0	7.3	20.0	8.6
	They take care of someone other than a child	15.0	3.6	9.4	3.6
	Other family or personal obligations	15.0	0.0	20.6	4.1

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present.

Table 5.2 Underemployment Survey Results, Region 5 (Percent, continued)

<u>County/WIAA</u>		<u>Calhoun</u>			<u>Cherokee</u>			<u>Clay</u>			<u>Cleburne</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		66.2	57.8	60.0	68.8	63.6		66.7	43.1	50.0	73.5	59.6	73.3
19. Sex	Female	56.3	68.8	70.0	46.9	61.0		60.3	72.3	62.5	60.3	73.7	80.0
	Male	43.7	31.2	30.0	53.1	39.0		39.7	27.7	37.5	39.7	26.3	20.0
20. Median age		43	61	38.5	44.5	62		42.5	67	36.5	41	62	41
21. Ethnicity	Hispanic	2.8	0.0	0.0	0.0	0.0		1.6	3.1	0.0	1.5	0.0	0.0
21b. Race	White	80.3	85.9	95.0	95.3	89.6		81.0	87.7	75.0	97.1	86.0	86.7
	African-American/Other	18.3	12.5	5.0	3.1	9.1		19.0	9.2	25.0	2.9	10.5	13.3
22. Last school grade													
High Sch./less, no diploma		8.5	21.9	5.0	17.2	36.4		22.2	27.7	6.3	26.5	35.1	26.7
High School or GED		35.2	37.5	20.0	35.9	39.0		41.3	40.0	62.5	39.7	40.4	40.0
Some college, no degree		12.7	6.3	20.0	17.2	10.4		12.7	18.5	18.8	17.6	12.3	13.3
Jr. College/trade school/associate degree		9.9	9.4	15.0	12.5	2.6		11.1	3.1	6.3	5.9	7.0	13.3
4-year college graduate/BA		18.3	12.5	20.0	14.1	2.6		11.1	4.6	6.3	2.9	1.8	6.7
Postgraduate/Masters		14.1	12.5	15.0	3.1	7.8		1.6	3.1	0.0	7.4	1.8	0.0

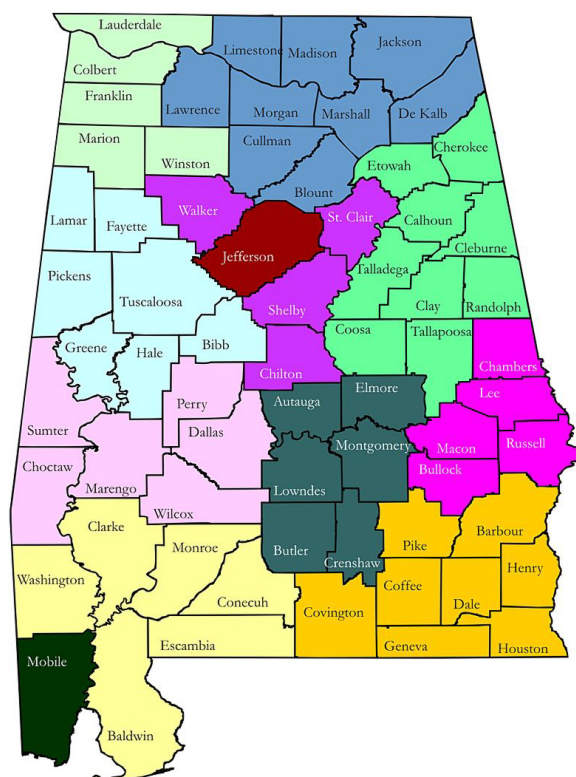
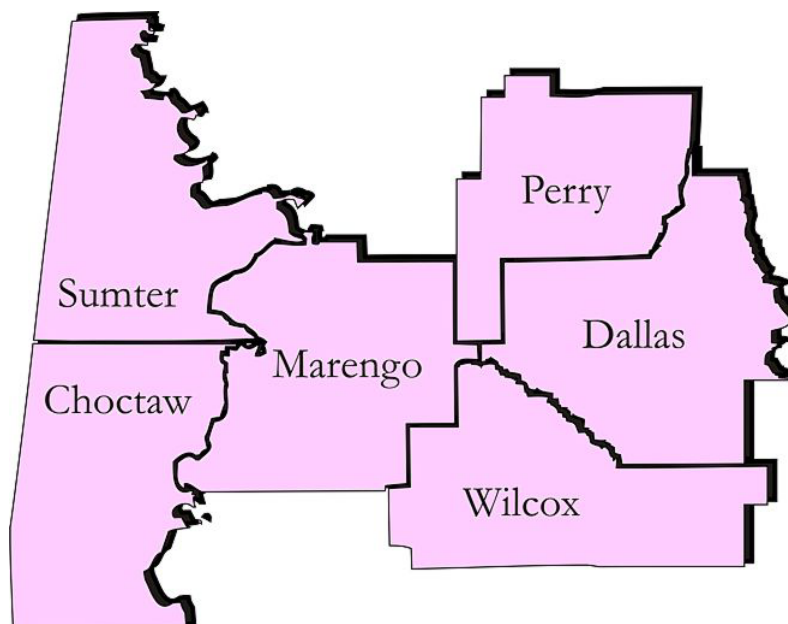
<u>County/WIAA</u>		<u>Coosa</u>			<u>Etowah</u>			<u>Randolph</u>			<u>Talladega</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		68.6	61.1	71.4	60.3	50.6	59.1	65.7	48.7	54.2	68.1	57.9	
19. Sex	Female	67.1	75.0	66.7	56.2	72.7	59.1	51.4	80.3	45.8	53.6	78.9	
	Male	32.9	25.0	33.3	43.8	27.3	40.9	47.6	19.7	54.2	46.4	21.1	
20. Median age		41	63	38	48	65	47.5	43	60	39	45	58	
21. Ethnicity	Hispanic	4.3	1.4	0.0	1.4	1.3	4.5	2.9	0.0	8.3	1.4	0.0	
21b. Race	White	61.4	69.4	81.0	79.5	83.1	77.3	77.1	73.7	75.0	68.1	78.9	
	African-American/Other	38.6	26.4	19.0	20.5	16.9	22.7	21.9	26.3	25.0	30.4	21.1	
22. Last school grade													
High Sch./less, no diploma		10.0	27.8	4.8	9.6	28.6	9.1	11.4	35.5	16.7	7.2	31.6	
High School or GED		21.4	41.7	19.0	38.4	39.0	22.7	41.0	42.1	50.0	37.7	33.3	
Some college, no degree		28.6	9.7	33.3	11.0	15.6	27.3	13.3	6.6	12.5	17.4	21.1	
Jr. College/trade school/associate degree		12.9	2.8	19.0	12.3	6.5	18.2	6.7	3.9	8.3	17.4	3.5	
4-year college graduate/BA		20.0	9.7	14.3	19.2	5.2	18.2	17.1	7.9	8.3	10.1	7.0	
Postgraduate/Masters		7.1	6.9	9.5	9.6	5.2	4.5	9.5	2.6	4.2	10.1	0.0	

<u>County/WIAA</u>		<u>Tallapoosa</u>			<u>Region 5</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>							
18. Married Respondents		68.9	46.6	70.0	67.4	54.4	63.1
19. Sex	Female	55.4	63.8	45.0	56.3	71.8	60.0
	Male	44.6	36.2	55.0	43.7	28.2	40.0
20. Median age		46	65	50.5	44	63	41
21. Ethnicity	Hispanic	0.0	5.2	0.0	1.8	1.2	1.9
21b. Race	White	78.4	75.9	75.0	79.6	81.1	79.4
	African-American/Other	20.3	22.4	20.0	19.8	17.1	20.1
22. Last school grade							
High Sch./less, no diploma		13.5	24.1	10.0	13.7	30.0	10.0
High School or GED		37.8	32.8	35.0	36.7	38.6	36.3
Some college, no degree		14.9	24.1	15.0	16.0	13.4	21.3
Jr. College/trade school/associate degree		8.1	8.6	10.0	10.5	5.1	13.8
4-year college graduate/BA		16.2	8.6	15.0	14.6	6.6	11.3
Postgraduate/Masters		9.5	1.7	15.0	8.2	4.8	6.9

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Cherokee and Talladega counties because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 6



Underemployment in Workforce Investment Advisory Area, Region 6

WIAA Region 6 comprises of the six counties shown in Table 6.1. The area, with 28.5 percent, has a much higher underemployment rate than the state. Based on December 2004 labor force data, this means that about 12,000 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 16,200 for the area. This number is about four times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's higher underemployment rate gives it 2.4 percent of the state's underemployed although it has 2.0 percent of the state's workers.

Table 6.1 Region 6 Underemployed

	<u>Alabama</u>	<u>Region 6</u>	<u>Choctaw</u>	<u>Dallas</u>	<u>Marengo</u>	<u>Perry</u>	<u>Sumter</u>	<u>Wilcox</u>
Labor Force	2,170,500	46,260	4,640	17,890	11,430	3,870	4,870	3,560
Employed	2,061,500	42,050	4,230	16,050	10,870	3,460	4,420	3,020
Underemployment rate	24.0%	28.5%	25.0%	30.8%	22.6%	26.4%	30.9%	34.5%
Underemployed workers	494,760	11,984	1,058	4,943	2,457	913	1,366	1,042
Unemployed	109,000	4,210	410	1,840	560	410	450	540
Available labor pool	603,760	16,194	1,468	6,783	3,017	1,323	1,816	1,582

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 22.6 percent in Marengo County to 34.5 percent in Wilcox (Table 6.1); only Marengo had a lower rate than the state. Underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 6.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results for the underemployed are not presented for Perry County because it had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

Seventy-seven percent of the employed work full-time and 7 percent hold more than one job. Forty-four percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 53 percent of the employed, 18 percent take more than 40 minutes, and 4 percent spend more than an hour. Forty-three percent of the employed commute less than 10 miles, 28 percent travel more than 25 miles, and 12 percent exceed 45 miles. Forty-six percent have 10 or more years on the job and 20.5 percent have more than 20 years job tenure. The median monthly wage is between \$1,000 and \$2,000.

Of the employed, 82 percent claim their jobs fit well with their education, training, skills, and experience, but 66 percent believe they are qualified for a better job. Twenty-three percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 31

percent would leave their jobs, 42 percent will leave for more than that, and 9 percent want more than a 50 percent raise. Twenty-four percent will add up to 10 miles to the one-way commute for the higher-paying job, but 50 percent are prepared to go 20 or more extra miles. For this job, 56 percent will increase the one-way commute by more than 20 minutes while 19 percent will not consider adding more than 10 minutes.

Among the underemployed, 70 percent work full-time, 9 percent hold more than one job, and 68 percent of part-time workers want full-time work. About 58 percent commute for up to 20 minutes one-way, but 16 percent drive for over 40 minutes—2 percent take more than an hour. The commute is less than 10 miles for 44 percent of the underemployed, 28 percent have more than 25 miles to travel, and 10 percent exceed 45 miles. The underemployed have been in their current jobs for fewer years than the employed, 14 percent have more than 20 years job tenure, compared to 21 percent of employed. Seventy-one percent earn up to \$2,000 monthly versus 52 percent employed. Compared to the employed, a higher percentage of underemployed is in the trade sector, but a smaller share consists of managers, teachers, or professionals.

About 66 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. However, 85 percent believe they are qualified for a better job. Thirty percent have sought better jobs in the preceding three months. Forty-one percent would leave current job for up to 15 percent more income, 54 percent would leave for more than 15 percent higher wages, and 9 percent want more than a 50 percent raise. Eighteen percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 55 percent are prepared to add 20 miles or more. Fifty-five percent are willing to increase the one-way commute by more than 20 minutes for this new job while 20 percent will not consider driving more than 10 additional minutes.

Of a total 779 respondents, 352 or 45 percent are employed. Primary reasons for underemployment are lack of job opportunities, low wages at available jobs, and live too far from jobs. Major reasons for not working are disability or other health concerns, retirement or social security limitations, and lack of job opportunities. Fifty-five percent employed, 42 percent nonworkers, and 52 percent underemployed are married. Men were 33 percent of employed, 27 percent nonworkers, and 22 percent underemployed. The median age is 43 for employed, 41.5 underemployed, and 60 for nonworkers. Roughly 43 percent employed, 42 percent nonworkers, and 29 percent of underemployed are white; Hispanics are a tiny portion of respondents.

Seven percent of the employed and 5 percent of the underemployed do not hold a high school diploma or equivalent, compared to 24 percent of nonworkers. Twenty-seven percent employed, 24 percent underemployed, and 10 percent of nonworkers hold a bachelor's or higher degree. WIAA Region 6 has a 16,200 educated labor pool that is willing to commute and is seeking higher wage jobs.

Table 6.2 Underemployment Survey Results, Region 6 (Percent)

<u>County/WIAA</u>		<u>Choctaw</u>		<u>Dallas</u>		<u>Marengo</u>		<u>Perry</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		82.5	81.2	86.2	90.0	82.3	93.3	77.4	
2. Percent of part-timers who wish to work full-time		58.3	66.7	33.3	0.0	9.1	0.0	58.3	
3. Percent of workers with more than one job		7.8	6.3	3.1	5.0	8.1	13.3	3.8	
4. Average commute time (one-way)	Up to 20 minutes	45.3	56.3	66.2	70.0	66.1	66.7	39.6	
	20 to 40 minutes	26.6	31.3	15.4	10.0	25.8	26.7	34.0	
	40 minutes to an hour	15.6	6.3	13.8	10.0	1.6	6.7	13.2	
	More than an hour	7.8	0.0	1.5	5.0	3.2	0.0	7.5	
5. Commute distance	Less than 10 miles	34.4	31.3	55.4	60.0	56.5	60.0	30.2	
	10 to 25 miles	23.4	31.3	18.5	15.0	29.0	33.3	26.4	
	25 to 45 miles	17.2	25.0	7.7	5.0	8.1	6.7	20.8	
	More than 45 miles	18.8	6.3	13.8	15.0	3.2	0.0	17.0	
6. Occupation	Farmer/Farming/Hunting/Fishing	1.6	0.0	1.5	5.0	1.6	0.0	0.0	
	Manager/Teacher/Professional	14.1	6.3	23.1	20.0	22.6	13.3	30.2	
	Administrative Support/Clerical	14.1	12.5	12.3	10.0	4.8	6.7	15.1	
	Laborer	6.3	6.3	3.1	5.0	6.5	0.0	11.3	
	Technician/Machine Operator/Assembler/Inspector	18.8	18.8	16.9	30.0	9.7	6.7	5.7	
	Transportation Operator	6.3	12.5	1.5	0.0	6.5	0.0	5.7	
	Retail/Wholesale Salesperson	1.6	6.3	6.2	15.0	4.8	0.0	0.0	
	Police/Army	1.6	0.0	1.5	0.0	1.6	0.0	0.0	
	Mechanic/Repairer	0.0	0.0	3.1	0.0	0.0	0.0	0.0	
	Doctor/Vet	1.6	6.3	0.0	0.0	0.0	0.0	0.0	
	Nurse	4.7	12.5	4.6	0.0	6.5	20.0	7.5	
	Hotel/Restaurant/House Help	1.6	0.0	6.2	0.0	8.1	0.0	5.7	
	Student	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	Others	26.6	18.8	20.0	15.0	27.4	46.7	17.0	
7. Years at current/primary job	Less than a year	17.2	18.8	12.3	15.0	11.3	6.7	17.0	
	1 to 3 years	9.4	6.3	4.6	5.0	12.9	6.7	11.3	
	3 to 5 years	9.4		12.3	10.0	8.1	0.0	13.2	
	5 to 10 years	15.6	18.8	16.9	25.0	14.5	20.0	20.8	
	10 to 20 years	26.6	43.8	27.7	30.0	25.8	40.0	26.4	
	More than 20 years	20.3	12.5	26.2	15.0	27.4	26.7	9.4	
8. Industry	Manufacturing	14.1	6.3	12.3	10.0	9.7	6.7	5.7	
	Mining	3.1	6.3	0.0	0.0	0.0	0.0	0.0	
	Construction	1.6	0.0	1.5	0.0	3.2	0.0	5.7	
	Wholesale or Retail Trade	6.3	12.5	20.0	30.0	4.8	0.0	1.9	
	Financer, Insurance or Real Estate	1.6	0.0	0.0	0.0	3.2	0.0	5.7	
	Local Government	3.1	0.0	3.1	5.0	8.1	20.0	3.8	
	State Government	4.7	6.3	18.5	10.0	1.6	0.0	24.5	
	Federal Government	1.6	0.0	15.0	0.0	0.0	0.0	0.0	
	Transportation, Communication or Public Utilities	7.8	12.5	9.2	5.0	12.9	6.7	5.7	
	Farming, Hunting, Fishing, Landscaping, or Other	6.3	6.3	1.5	5.0	6.5	6.7	3.8	
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	28.1	31.3	21.5	25.0	33.9	46.7	30.2	
9. Monthly wages	Less than \$500	6.3	0.0	4.6	15.0	9.7	20.0	9.4	
	\$500 up to \$1,000	12.5	18.8	10.8	20.0	9.7	0.0	17.0	
	\$1,000 up to \$2,000	31.3	50.0	27.7	30.0	21.0	20.0	24.5	
	\$2,000 up to \$3,000	20.3	18.8	20.0	5.0	14.5	20.0	24.5	
	\$3,000 up to \$4,000	7.8	0.0	9.2	5.0	14.5	6.7	1.9	
	\$4,000 up to \$6,000	7.8	0.0	10.8	20.0	1.6	0.0	0.0	
	More than \$6,000	1.6	0.0	3.1	0.0	11.3	6.7	1.9	

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Perry County because they are statistically unreliable.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

<u>County/WIAA</u>		<u>Sumter</u>		<u>Wilcox</u>		<u>Region 6</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		67.3	35.3	84.9	88.9	76.8	70.0
2. Percent of part-timers who wish to work full-time		50.0	72.7	37.5	33.3	44.1	68.0
3. Percent of workers with more than one job		12.7	5.9	9.1	15.8	7.4	8.9
4. Average commute time (one-way)	Up to 20 minutes	40.0	52.9	54.5	57.9	52.8	58.4
	20 to 40 minutes	36.4	29.4	20.0	15.8	26.1	22.8
	40 minutes to an hour	16.4	11.8	21.8	26.3	13.6	13.9
	More than an hour	0.0	0.0	3.6	0.0	4.0	2.0
5. Commute distance	Less than 10 miles	30.9	29.4	47.3	47.4	43.2	43.6
	10 to 25 miles	32.7	29.4	18.2	15.8	24.7	24.8
	25 to 45 miles	25.5	35.3	16.4	15.8	15.6	17.8
	More than 45 miles	3.6	0.0	16.4	15.8	12.2	9.9
6. Occupation	Farmer/Farming/Hunting/Fishing	3.6	5.9	1.8	0.0	1.7	2.0
	Manager/Teacher/Professional	12.7	5.9	27.3	26.3	21.6	15.8
	Administrative Support/Clerical	14.5	11.8	9.1	10.5	11.6	10.9
	Laborer	9.1	11.8	3.6	10.5	6.5	10.9
	Technician/Machine Operator/Assembler/Inspector	10.9	17.6	3.6	5.3	11.4	13.9
	Transportation Operator	1.8	0.0	3.6	0.0	4.3	3.0
	Retail/Wholesale Salesperson	9.1	11.8	0.0	0.0	3.7	5.9
	Police/Army	1.8	0.0	1.8	5.3	1.4	1.0
	Mechanic/Repairer	0.0	0.0	0.0	0.0	0.6	0.0
	Doctor/Vet	1.8	0.0	0.0	0.0	0.6	1.0
	Nurse	3.6	0.0	5.5	5.3	5.4	6.9
	Hotel/Restaurant/House Help	10.9	29.4	9.1	15.8	6.8	8.9
	Student	1.8	5.9	0.0	0.0	0.3	1.0
	Others	16.4	0.0	34.5	21.1	23.9	18.8
7. Years at current/primary job	Less than a year	14.5	23.5	12.7	21.1	14.2	17.8
	1 to 3 years	9.1	11.8	5.5	5.3	8.8	6.9
	3 to 5 years	16.4	23.5	12.7	10.5	11.9	10.9
	5 to 10 years	20.0	17.6	23.6	26.3	18.5	24.8
	10 to 20 years	23.6	11.8	20.0	15.8	25.3	24.8
	More than 20 years	10.9	5.9	25.5	21.1	20.5	13.9
8. Industry	Manufacturing	14.5	11.8	9.1	10.5	11.1	10.9
	Mining	0.0	0.0	0.0	0.0	0.6	1.0
	Construction	3.6	5.9	0.0	0.0	2.6	1.0
	Wholesale or Retail Trade	12.7	23.5	9.1	15.8	9.4	14.9
	Financer, Insurance or Real Estate	3.6	5.9	0.0	0.0	2.3	2.0
	Local Government	1.8	0.0	7.3	15.8	4.5	6.9
	State Government	9.1	5.9	7.3	5.3	10.8	8.9
	Federal Government	7.3		1.8	5.3	2.0	1.0
	Transportation, Communication or Public Utilities	3.6	5.9	3.6	0.0	7.4	5.0
	Farming, Hunting, Fishing, Landscaping, or Other	7.3	5.9	1.8	0.0	4.5	5.0
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	23.6	29.4	41.8	47.4	29.8	35.6
9. Monthly wages	Less than \$500	14.5	23.5	7.3	15.8	8.5	15.8
	\$500 up to \$1,000	25.5	47.1	32.7	47.4	17.6	26.7
	\$1,000 up to \$2,000	20.0	17.6	29.1	26.3	25.9	28.7
	\$2,000 up to \$3,000	16.4	0.0	9.1	0.0	17.6	8.9
	\$3,000 up to \$4,000	5.5	5.9	5.5	0.0	7.7	4.0
	\$4,000 up to \$6,000	3.6	0.0	3.6	0.0	4.8	4.0
	More than \$6,000	0.0	0.0	1.8	0.0	3.4	1.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

<u>County/WIAA</u>	<u>Choctaw</u>		<u>Dallas</u>		<u>Marengo</u>		<u>Perry</u>	
<u>Job Fitness</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience	84.4	68.8	84.6	70.0	85.5	60.0	79.2	
11. Percent of workers who believe they are qualified for a better job	54.7	81.3	69.2	85.0	53.2	66.7	71.7	
Reasons: Education and training	74.3	92.3	71.1	52.9	72.7	60.0	87.2	
Skills	74.3	76.9	77.8	70.6	78.8	80.0	71.8	
Experience	74.3	76.9	86.7	94.1	90.9	0.0	82.1	
12. Additional income for which workers would leave current job								
0 to 5% more	6.3	12.5	9.2	10.0	11.3	6.7	5.7	
5 to 15% more	25.0	12.5	32.3	60.0	22.6	26.7	20.8	
15 to 30% more	20.3	37.5	21.5	15.0	16.1	20.0	26.4	
30 to 50% more	15.6	31.3	4.6	10.0	9.7	13.3	9.4	
More than 50% more	7.8	0.0	10.8	0.0	4.8	13.3	11.3	
*** Would not leave current job	23.4	6.3	18.5	5.0	32.3	13.8	20.8	
13. Additional commute for new job								
0 to 10 miles	24.5	0.0	20.8	26.3	19.0	23.1	28.6	
10 to 20 miles	12.2	6.7	30.2	31.6	23.8	23.1	16.7	
more than 20 miles	59.2	86.7	45.3	42.1	50.0	38.5	50.0	
14. Additional one-way commute time								
0 to 10 minutes	16.3	0.0	13.2	21.1	16.7	15.4	26.2	
10 to 20 minutes	16.3	6.7	22.6	26.3	26.2	30.8	11.9	
more than 20 minutes	65.3	86.7	56.6	47.4	50.0	38.5	54.8	
15. Percent of workers who sought better job in past three months	14.3	26.7	17.0	26.3	16.7	23.1	45.2	
<u>Underemployment</u>								
16. Percent of workers who say they are currently underemployed	25.0	100.0	30.8	100.0	22.6	100.0	26.4	100.0
17. Reasons respondents give for being	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area	62.5	28.4	45.0	15.5	66.7	13.6		29.6
The low wages at the available jobs	25.0	13.4	55.0	4.2	53.3	10.2		14.1
They live too far from jobs	31.3	4.5	30.0	1.4	26.7	0.0		12.7
They are in school or undergoing training	12.5	3.0	5.0	5.6	0.0	8.5		7.0
Their spouse or partner has a really good job	6.3	7.5	10.0	7.0	0.0	5.1		5.6
They are retired or because of social security limitations	0.0	26.9	5.0	45.1	0.0	37.3		40.8
Disability or other health concerns	0.0	40.3	5.0	29.6	6.7	25.4		32.4
Child care responsibilities	31.3	14.9	25.0	8.5	20.0	6.8		7.0
They take care of someone other than a child	0.0	4.5	5.0	1.4	20.0			2.9
Other family or personal obligations	25.0	4.5	15.0	5.6	20.0	5.1		4.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Perry County because they are statistically unreliable.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>	<u>Sumter</u>		<u>Wilcox</u>		<u>Region 6</u>	
		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		72.7	58.8	80.0	73.7	81.8	66.3
11. <i>Percent of workers who believe they are qualified for a better job</i>		78.2	100.0	67.4	78.9	65.6	85.1
Reasons:	Education and training	75.0	88.2	86.5	86.7	78.4	76.7
	Skills	72.7	76.5	83.8	80.0	77.1	74.4
	Experience	70.5	64.7	97.3	100.0	84.0	84.9
12. <i>Additional income for which workers would leave current job</i>							
	0 to 5% more	7.3	17.6	1.8	5.3	7.1	10.9
	5 to 15% more	16.4	35.3	20.0	15.8	23.4	29.7
	15 to 30% more	23.6	29.4	27.3	42.1	22.5	30.7
	30 to 50% more	14.5	5.9	9.1	15.8	10.5	13.9
	More than 50% more	7.3	11.8	14.5	21.1	9.4	8.9
	*** Would not leave current job	27.3	0.0	20.0	0.0	23.7	4.0
13. <i>Additional commute for new job</i>	0 to 10 miles	20.0	5.9	29.5	31.6	23.9	17.5
	10 to 20 miles	25.0	41.2	20.5	15.8	21.6	23.7
	more than 20 miles	47.5	47.1	43.2	52.6	49.6	54.6
14. <i>Additional one-way commute time</i>	0 to 10 minutes	17.5	11.8	22.7	26.3	18.7	15.5
	10 to 20 minutes	17.5	17.6	22.7	15.8	19.8	18.6
	more than 20 minutes	60.0	70.6	47.7	52.6	56.3	60.8
15. <i>Percent of workers who sought better job in past three months</i>		20.0	23.5	25.0	31.6	22.8	29.9
<u>Underemployment</u>							
16. <i>Percent of workers who say they are currently underemployed</i>		30.9	100.0	34.5	100.0	28.5	100.0
17. <i>Reasons respondents give for being</i>		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	52.9	34.2	73.7	31.3	60.4	25.9
	The low wages at the available jobs	47.1	12.3	73.7	19.3	52.5	12.5
	They live too far from jobs	35.3	13.7	57.9	15.7	36.6	8.5
	They are in school or undergoing training	11.8	5.5	15.8	3.6	11.9	5.4
	Their spouse or partner has a really good job	5.9	1.4	5.3	7.2	5.9	5.7
	They are retired or because of social security limitations	5.9	32.9	10.5	19.3	5.0	33.3
	Disability or other health concerns	5.9	37.0	5.3	38.6	5.0	34.2
	Child care responsibilities	11.8	5.5	10.5	7.2	18.8	8.3
	They take care of someone other than a child	11.8	4.1	21.1	8.4	11.9	3.8
	Other family or personal obligations	5.9	1.4	15.8	6.0	14.9	4.5

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 6.2 Underemployment Survey Results, Region 6 (Percent, continued)

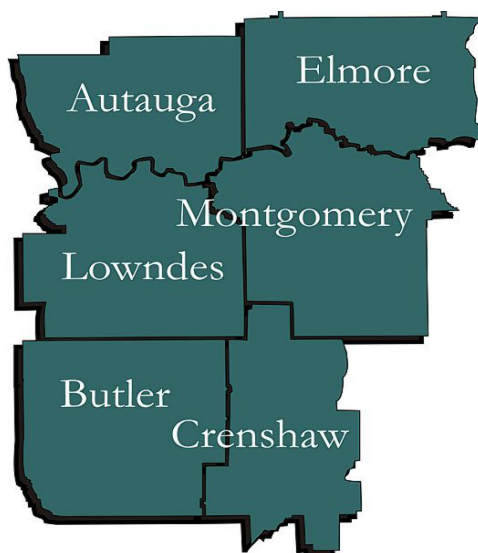
<u>County/WIAA</u>		<u>Choctaw</u>			<u>Dallas</u>			<u>Marengo</u>			<u>Perry</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		60.9	43.3	56.3	56.9	49.3	55.0	64.5	45.2	73.3	45.3	45.1	
19. Sex	Female	64.1	68.7	68.8	69.2	64.8	80.0	53.2	67.7	66.7	77.4	77.5	
	Male	35.9	31.3	31.3	30.8	35.2	20.0	46.8	32.3	33.3	20.8	22.5	
20. Median age		42	60	38.5	45.5	59.5	45.5	43	65	41	40	58	
21. Ethnicity	Hispanic	3.1	1.5	0.0	1.5	1.4	0.0	1.6	3.2	0.0	1.9	0.0	
	White	68.8	52.2	50.0	40.0	43.7	30.0	53.2	54.8	46.7	30.2	40.8	
21b. Race													
African-American/Other		31.3	46.3	50.0	60.0	53.5	70.0	45.1	42.0	46.7	66.0	57.7	
22. Last school grade													
High Sch./less, no diploma		7.8	28.4	0.0	6.2	18.3	0.0	8.1	21.0	6.7	11.3	21.1	
High School or GED		37.5	56.7	18.8	33.8	46.5	50.0	37.1	45.2	26.7	37.7	47.9	
Some college, no degree		18.8	9.0	37.5	16.9	19.7	20.0	12.9	3.2	6.7	20.8	16.9	
Jr. College/trade school/associate degree		12.5	3.0	12.5	18.5	2.8	20.0	8.1	11.3	6.4	5.7	1.4	
4-year college graduate/BA		15.6	3.0	25.0	13.8	7.0		17.7	16.1	33.3	17.0	4.2	
Postgraduate/Masters		7.8		6.3	10.8	4.2	10.0	14.5	3.2	13.3	5.7	5.6	

<u>County/WIAA</u>		<u>Sumter</u>			<u>Wilcox</u>			<u>Region 6</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>										
18. Married Respondents		38.2	38.4	29.4	60.0	32.5	57.9	55.1	41.9	51.5
19. Sex	Female	63.6	69.9	70.6	74.5	83.1	89.5	67.0	72.4	78.2
	Male	34.5	30.1	29.4	25.5	16.9	10.5	33.0	27.6	21.8
20. Median age		43	59	41	46	60.5	47	43	60	41.5
21. Ethnicity	Hispanic	0.0	1.4	0.0	1.8	3.6	0.0	1.7	1.9	0.0
	White	30.9	32.9	11.8	29.1	31.3	26.3	43.2	41.9	28.7
21b. Race										
African-American/Other		67.3	67.1	88.2	70.9	65.1	73.7	56.2	56.0	70.3
22. Last school grade										
High Sch./less, no diploma		1.8	28.8	0.0	7.3	27.7	10.5	7.1	24.4	5.0
High School or GED		32.7	37.0	17.6	27.3	41.0	36.8	34.7	45.4	32.7
Some college, no degree		29.1	19.2		20.0	13.3	10.5	19.6	13.8	27.7
Jr. College/trade school/associate degree		10.9	4.1	64.7	12.7	8.4	10.5	11.6	5.2	9.9
4-year college graduate/BA		14.5	5.5	11.8	20.0	7.2	21.1	16.5	7.0	15.8
Postgraduate/Masters		9.1	5.5	5.9	12.7	1.2	10.5	10.2	3.3	7.9

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Perry County because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 7



Underemployment in Workforce Investment Advisory Area, Region 7

WIAA Region 7 comprises of the six counties shown in Table 7.1. The area's underemployment rate of 26.8 percent is higher than the state's 24 percent. Based on December 2004 labor force data, about 48,000 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 58,000 for the area. This is almost six times the number of unemployed and is more realistic as a measure of the available labor in the area but prospective employers must offer the underemployed higher wages, better benefits or terms of employment, or other incentives to induce them to change jobs. The region's higher underemployment rate gives it 9.7 percent of the state's underemployed although it has 8.7 percent of the state's workers.

Table 7.1 Region 7 Underemployed

	<u>Alabama</u>	<u>Region 7</u>	<u>Autauga</u>	<u>Butler</u>	<u>Crenshaw</u>	<u>Elmore</u>	<u>Lowndes</u>	<u>Montgomery</u>
Labor Force	2,170,500	189,210	23,330	10,020	4,890	32,650	4,390	113,930
Employed	2,061,500	179,270	22,440	9,150	4,460	31,420	3,870	107,930
Underemployment rate	24.0%	26.8%	23.3%	32.8%	26.1%	24.7%	23.2%	28.4%
Underemployed workers	494,760	48,044	5,229	3,001	1,164	7,761	898	30,652
Unemployed	109,000	9,940	890	870	430	1,230	520	6,000
Available labor pool	603,760	57,984	6,119	3,871	1,594	8,991	1,418	36,652

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates range from 23.2 percent in Lowndes County to 32.8 percent in Butler (Table 7.1); Lowndes and Autauga had lower rates than the state. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 7.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results for the underemployed are not presented for Lowndes County because it had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

Seventy-eight percent of the employed work full-time, 11 percent hold more than one job, and 31 percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 50 percent of the employed, 14 percent take more than 40 minutes, and 3 percent spend more than an hour. Forty-two percent of the employed commute less than 10 miles, 25 percent travel more than 25 miles, and almost 8 percent exceed 45 miles. Half have 10 or more years on the job and 24 percent have more than 20 years job tenure. The median monthly wage is between \$2,000 and \$3,000.

Of the employed, 81 percent say their jobs fit well with their education, training, skills, and experience, but 66 percent believe they are qualified for a better job. A quarter have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 29 percent would leave their current jobs, but 44 percent want more than that—8 percent want more than a 50 percent raise.

Thirty percent will add up to 10 miles to the one-way commute for the higher-paying job, but 40 percent are prepared to go 20 or more extra miles. For this job, 47 percent will increase the one-way commute by more than 20 minutes while 22 percent will not consider adding more than 10 minutes.

Among the underemployed, 69 percent work full-time, 11 percent hold more than one job, and 40 percent of part-time workers want full-time work. About 53 percent commute for up to 20 minutes one-way, but 14 percent drive for over 40 minutes—four percent take more than an hour. The commute is less than 10 miles for 42 percent of the underemployed, 23 percent travel more than 25 miles, and 5 percent exceed 45 miles. The underemployed have been in their current jobs for fewer years than the employed, 32 percent have more than 10 years job tenure, compared to 50 percent of employed. Both groups have similar occupation and industry distributions. The median monthly wage is between \$1,000 and \$2,000.

About 62 percent of the underemployed claim their jobs fit well with their education, training, skills, and experience. However, 86 percent believe they are qualified for a better job. Forty percent have sought better jobs in the preceding three months. Forty-four percent would leave current job for up to 15 percent higher income. Fourteen percent will do so for up to 5 percent higher wages, 38 percent would leave for more than 15 percent higher wages, with 5 percent wanting more than a 50 percent raise. Twenty-seven percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 45 percent are prepared to add 20 miles or more. Fifty-three percent are willing to increase the one-way commute by more than 20 minutes for this new job while 20 percent will not consider driving more than 10 minutes extra.

Of a total 784 respondents, 406 or 52 percent are employed. Primary reasons for underemployment are low wages at available jobs and lack of job opportunities. The main reasons for not working are disability or other health concerns and retirement or social security limitations. Fifty-nine percent employed, 53 percent nonworkers, and 51 percent underemployed are married. Men were 39 percent of employed, 29 percent nonworkers, and 37 percent underemployed. The median age is 43 for employed and underemployed, and 62 for nonworkers. Roughly 67 percent employed, 63 percent nonworkers, and 58 percent of underemployed are white; Hispanics are a tiny portion of respondents.

Eight percent of the employed and 12 percent of the underemployed do not hold a high school diploma or equivalent, compared to 24 percent of nonworkers. Thirty percent employed and 28 percent underemployed hold a bachelor's or higher degree; 15 percent of nonworkers do. WIAA Region 7 has a large educated labor pool that is willing to commute and is seeking higher wage jobs.

Table 7.2 Underemployment Survey Results, Region 7 (Percent)

<u>County/WIAA</u>		<u>Autauga</u>		<u>Butler</u>		<u>Crenshaw</u>		<u>Elmore</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		82.1	75.0	73.8	61.9	78.8	61.1	82.7	84.2
2. Percent of part-timers who wish to work full-time		23.1	40.0	26.7	28.6	18.2	14.3	15.4	0.0
3. Percent of workers with more than one job		10.3	5.9	11.9	13.6	10.4	11.1	9.3	21.1
4. Average commute time (one-way)	Up to 20 minutes	42.6	29.4	65.7	68.2	37.3	38.9	56.0	52.6
	20 to 40 minutes	44.1	52.9	14.9	22.7	31.3	16.7	21.3	10.5
	40 minutes to an hour	31.9	5.9	4.5	0.0	22.4	33.3	10.7	21.1
	More than an hour	4.4	5.9	4.5	4.5	6.0	5.6	8.0	15.8
5. Commute distance	Less than 10 miles	32.4	23.5	50.7	45.5	34.3	38.9	42.7	36.8
	10 to 25 miles	47.1	52.9	22.4	36.4	25.4	11.1	29.3	26.3
	25 to 45 miles	11.8	11.8	6.0	4.5	22.4	33.3	8.0	5.3
	More than 45 miles	5.9	5.9	10.4	4.5	16.4	16.7	14.7	26.3
6. Occupation	Farmer/Farming/Hunting/Fishing	0.0	0.0	0.0	0.0	9.0	0.0	1.3	0.0
	Manager/Teacher/Professional	22.1	5.9	16.4	9.1	13.4	16.7	25.3	31.6
	Administrative Support/Clerical	14.7	11.8	10.4	13.6	7.5	5.6	12.0	15.8
	Laborer	4.4	5.9	4.5	4.5	7.5	11.1	1.3	0.0
	Technician/Machine Operator/Assembler/Inspector	5.9	11.8	4.5	0.0	10.4	11.1	8.0	10.5
	Transportation Operator	7.4	5.9	7.5	9.1	0.0	0.0	2.7	0.0
	Retail/Wholesale Salesperson	4.4	5.9	7.5	18.2	11.9	11.1	2.7	5.3
	Police/Army	4.4	0.0	0.0	0.0	0.0	0.0	1.3	0.0
	Mechanic/Repairer	1.5	0.0	0.0	0.0	0.0	0.0	1.3	0.0
	Doctor/Vet	0.0	0.0	0.0	0.0	1.5	0.0	0.0	0.0
	Nurse	7.4	5.5	7.5	4.5	3.0	5.6	5.3	5.3
	Hotel/Restaurant/House Help	8.8	17.6	6.0	4.5	6.0	11.1	2.7	0.0
	Student	0.0	0.0	0.0	0.0	1.5	0.0	0.0	0.0
	Others	19.1	29.4	35.8	36.4	26.9	27.8	36.3	31.6
7. Years at current/primary job	Less than a year	13.2	23.5	14.9	27.3	13.4	22.2	8.0	5.3
	1 to 3 years	5.9	0.0	13.4	4.5	10.4	16.2	6.7	5.3
	3 to 5 years	10.3	11.8	7.5	22.7	10.4	22.2	10.7	15.8
	5 to 10 years	13.2	29.4	17.9	18.2	16.4	5.6	17.3	21.1
	10 to 20 years	35.3	29.4	29.9	18.2	16.4	11.1	32.0	21.1
	More than 20 years	19.1	5.9	16.4	9.1	31.3	16.7	25.3	31.6
8. Industry	Manufacturing	5.9	17.6	14.9	13.6	11.9	27.8	4.0	0.0
	Mining	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0
	Construction	5.9	0.0	3.0	4.5	3.0	0.0	5.3	10.5
	Wholesale or Retail Trade	10.3	5.9	14.9	18.2	19.4	5.6	1.3	5.3
	Financer, Insurance or Real Estate	8.8	0.0	1.5	0.0	1.5	0.0	9.3	15.8
	Local Government	1.5	0.0	4.5	13.6	4.5	0.0	5.3	0.0
	State Government	7.4	23.5	4.5	4.5	6.0	5.6	10.7	10.5
	Federal Government	2.9	0.0	4.5	4.5	1.5	5.6	2.7	0.0
	Transportation, Communication or Public Utilities	5.9	5.9	10.4	9.1	3.0	5.6	9.3	10.5
	Farming, Hunting, Fishing, Landscaping, or Other	0.0	0.0	0.0	0.0	13.4	0.0	5.3	10.5
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	29.4	29.4	32.8	18.2	19.4	37.9	25.3	10.5
9. Monthly wages	Less than \$500	4.4	11.8	6.0	9.1	9.0	16.7	2.7	0.0
	\$500 up to \$1,000	11.8	13.5	10.4	18.2	16.4	33.3	9.3	10.5
	\$1,000 up to \$2,000	20.6	17.6	26.9	22.7	22.4	16.7	24.0	26.3
	\$2,000 up to \$3,000	25.0	23.5	13.4	18.2	17.9	27.8	20.0	26.3
	\$3,000 up to \$4,000	5.9	11.8	10.4	4.5	6.0	0.0	14.7	10.5
	\$4,000 up to \$6,000	7.4	0.0	4.5	9.1	9.0	0.0	8.0	5.3
	More than \$6,000	10.3	0.0	3.0	18.2	1.5	0.0	5.3	0.0

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

<u>County/WIAA</u>		<u>Lowndes</u>		<u>Montgomery</u>		<u>Region 7</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		70.9		78.5	63.6	78.1	69.2
2. Percent of part-timers who wish to work full-time		61.5		33.3	55.6	30.7	40.6
3. Percent of workers with more than one job		8.9		16.0	12.5	11.3	10.8
4. Average commute time (one-way)	Up to 20 minutes	35.7		70.4	83.3	50.2	53.2
	20 to 40 minutes	37.5		19.8	8.3	31.3	29.7
	40 minutes to an hour	23.2		3.7	0.0	10.8	9.9
	More than an hour	3.6		0.0	0.0	3.2	3.6
5. Commute distance	Less than 10 miles	26.8		63.0	66.7	42.1	42.3
	10 to 25 miles	19.6		19.8	16.7	28.1	29.7
	25 to 45 miles	41.1		9.9	8.3	17.5	18.0
	More than 45 miles	10.7		1.2	0.0	7.6	5.4
6. Occupation	Farmer/Farming/Hunting/Fishing	0.0		0.0	0.0	2.0	0.0
	Manager/Teacher/Professional	17.9		25.9	16.7	19.7	14.4
	Administrative Support/Clerical	10.7		12.3	16.7	10.8	13.5
	Laborer	8.9		6.2	4.2	6.7	6.3
	Technician/Machine Operator/Assembler/Inspector	10.7		9.9	16.7	7.9	11.7
	Transportation Operator	3.6		1.2	4.2	3.4	3.6
	Retail/Wholesale Salesperson	1.8		6.2	4.2	6.2	8.1
	Police/Army	1.8		0.0	0.0	1.2	0.0
	Mechanic/Repairer	0.0		0.0	0.0	0.7	0.9
	Doctor/Vet	0.0		1.2	0.0	0.5	0.0
	Nurse	3.6		3.7	4.2	4.9	4.5
	Hotel/Restaurant/House Help	7.1		1.2	4.2	4.9	6.3
	Student	0.0		0.0	0.0	0.2	0.0
	Others	33.9		29.6	25.0	30.3	30.6
7. Years at current/primary job	Less than a year	25.0		12.3	16.7	15.3	21.6
	1 to 3 years	12.5		6.2	4.2	10.1	10.8
	3 to 5 years	3.6		8.6	16.7	7.6	15.3
	5 to 10 years	14.3		13.6	16.7	15.5	18.0
	10 to 20 years	17.9		24.7	20.8	25.4	19.8
	More than 20 years	26.8		28.4	12.5	24.1	11.7
8. Industry	Manufacturing	10.7		9.9	8.3	9.9	15.3
	Mining	0.0		0.0	0.0	0.0	0.0
	Construction	7.1		4.9	0.0	5.2	5.4
	Wholesale or Retail Trade	8.9		8.6	8.3	11.1	9.0
	Financer, Insurance or Real Estate	1.8		4.9	0.0	3.7	0.0
	Local Government	7.1		2.5	4.2	3.9	5.4
	State Government	10.7		13.6	16.7	3.9	10.8
	Federal Government	1.8		7.4	4.2	3.7	3.6
	Transportation, Communication or Public Utilities	14.3		3.7	4.2	6.9	6.3
	Farming, Hunting, Fishing, Landscaping, or Other	0.0		2.5	4.2	3.2	0.9
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	26.8		25.9	33.3	27.1	30.6
9. Monthly wages	Less than \$500	12.5		3.7	12.5	5.9	10.8
	\$500 up to \$1,000	14.3		9.9	12.5	11.1	18.9
	\$1,000 up to \$2,000	21.4		25.9	33.3	22.9	26.1
	\$2,000 up to \$3,000	14.3		16.0	12.5	19.7	20.7
	\$3,000 up to \$4,000	10.7		8.6	0.0	8.6	3.6
	\$4,000 up to \$6,000	3.6		6.2	4.2	6.2	1.8
	More than \$6,000	5.4		17.3	8.3	8.6	3.6

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Lowndes County because they are statistically unreliable.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

<u>County/WIAA</u>	<u>Autauga</u>		<u>Butler</u>		<u>Crenshaw</u>		<u>Elmore</u>	
<u>Job Fitness</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience	80.9	58.8	79.1	59.1	86.4	77.8	87.7	83.3
11. Percent of workers who believe they are qualified for a better job	58.8	70.6	62.7	86.4	64.2	94.4	53.3	78.9
Reasons: Education and training	80.0	91.7	83.3	89.5	79.1	100.0	77.5	60.0
Skills	77.5	75.0	85.7	84.2	79.1	88.2	87.5	80.0
Experience	87.5	100.0	90.5	89.5	86.0	88.2	92.5	93.3
12. Additional income for which workers would leave current job								
0 to 5% more	13.2	11.8	16.4	18.2	13.4	22.2	6.7	5.3
5 to 15% more	11.8	29.4	16.4	4.5	17.9	22.2	13.3	15.8
15 to 30% more	27.9	23.5	25.4	45.5	23.9	11.1	28.0	52.6
30 to 50% more	14.7	17.6	13.4	9.1	9.0	16.7	16.0	15.8
More than 50% more	5.9	0.0	4.5	4.5	3.0	0.0	13.3	0.0
*** Would not leave current job	22.1	11.8	19.4	18.2	29.9	22.2	21.3	10.5
13. Additional commute for new job								
0 to 10 miles	35.8	40.0	33.3	33.3	29.8	28.6	27.1	29.4
10 to 20 miles	32.1	13.3	27.8	38.9	29.8	28.6	27.1	17.6
more than 20 miles	30.2	40.0	38.9	27.8	36.2	28.6	42.4	52.9
14. Additional one-way commute time								
0 to 10 minutes	22.6	26.7	20.4	22.2	21.3	21.4	25.4	29.4
10 to 20 minutes	37.7	26.7	35.2	44.4	25.5	14.3	23.7	17.6
more than 20 minutes	37.7	40.0	42.6	33.3	51.1	57.1	49.2	52.9
15. Percent of workers who sought better job in past three months	15.1	33.3	25.9	27.8	27.7	57.1	27.1	35.3
<u>Underemployment</u>								
16. Percent of workers who say they are currently underemployed	23.3	100.0	32.8	100.0	26.1	100.0	24.7	100.0
17. Reasons respondents give for being	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area	11.8	10.9	31.8	6.8	61.1	13.0	68.4	8.9
The low wages at the available jobs	41.2	4.3	45.5	10.2	38.9	10.4	52.6	3.6
They live too far from jobs	11.8	4.3	22.7	5.1	11.1	5.2	36.8	0.0
They are in school or undergoing training	11.8	6.5	9.1	1.7	0.0	5.2	5.3	1.8
Their spouse or partner has a really good job	11.8	4.3	18.2	6.8	11.1	6.5	10.5	10.7
They are retired or because of social security limitations	5.9	32.6	13.6	15.3	16.7	45.5	10.5	33.9
Disability or other health concerns	0.0	28.3	4.5	42.4	11.1	37.7	10.5	39.3
Child care responsibilities	17.6	6.5	27.3	3.4	11.1	13.0	15.8	8.9
They take care of someone other than a child	11.8	2.2	4.5	3.4	0.0	5.2	10.5	3.6
Other family or personal obligations	23.5	0.0	18.2	10.2	0.0	1.3	10.5	7.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>		<u>Lowndes</u>		<u>Montgomery</u>		<u>Region 7</u>	
			<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>			85.7		70.4	33.3	81.2	62.2
11. <i>Percent of workers who believe they are qualified for a better job</i>			73.2		75.3	95.8	65.5	85.6
Reasons:	Education and training		78.0		80.6	79.2	79.7	87.4
	Skills		80.5		71.0	54.2	77.8	74.7
	Experience		85.4		79.0	75.0	85.7	85.3
12. <i>Additional income for which workers would leave current job</i>								
	0 to 5% more		8.9		3.7	8.3	9.9	14.4
	5 to 15% more		26.8		23.5	45.8	19.0	29.7
	15 to 30% more		17.9		18.5	12.5	23.4	20.7
	30 to 50% more		17.9		8.6	0.0	12.3	11.7
	More than 50% more		12.5		13.6	12.5	8.1	5.4
	*** Would not leave current job		16.1		27.2	16.7	23.9	16.2
13. <i>Additional commute for new job</i>	0 to 10 miles		27.7		30.5	15.0	30.4	26.9
	10 to 20 miles		14.9		18.6	15.0	25.6	22.6
	more than 20 miles		51.1		44.1	65.0	39.8	45.2
14. <i>Additional one-way commute time</i>	0 to 10 minutes		27.7		22.0	10.0	22.3	20.4
	10 to 20 minutes		12.8		16.9	15.0	27.2	23.7
	more than 20 minutes		55.3		52.5	70.0	46.6	52.7
15. <i>Percent of workers who sought better job in past three months</i>			36.2		25.4	35.0	25.2	39.8
<u>Underemployment</u>								
16. <i>Percent of workers who say they are currently underemployed</i>			23.2	100.0	28.4	100.0	26.8	100.0
17. <i>Reasons respondents give for being</i>			<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area		22.6		47.5	13.2	37.8	13.6
	The low wages at the available jobs		17.9		33.3	7.5	41.4	10.0
	They live too far from jobs		9.5		0.0	1.9	12.6	5.7
	They are in school or undergoing training		6.0		8.3	5.7	8.1	4.9
	Their spouse or partner has a really good job		6.0		4.2	7.5	12.6	6.5
	They are retired or because of social security limitations		10.7		8.3	47.2	9.9	29.5
	Disability or other health concerns		41.7		8.3	24.5	6.3	33.1
	Child care responsibilities		7.1		4.2	7.5	18.9	8.9
	They take care of someone other than a child		0.0		8.3	1.9	7.2	3.0
	Other family or personal obligations		7.1		25.0	7.5	16.2	5.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Lowndes County because they are statistically unreliable.

Table 7.2 Underemployment Survey Results, Region 7 (Percent, continued)

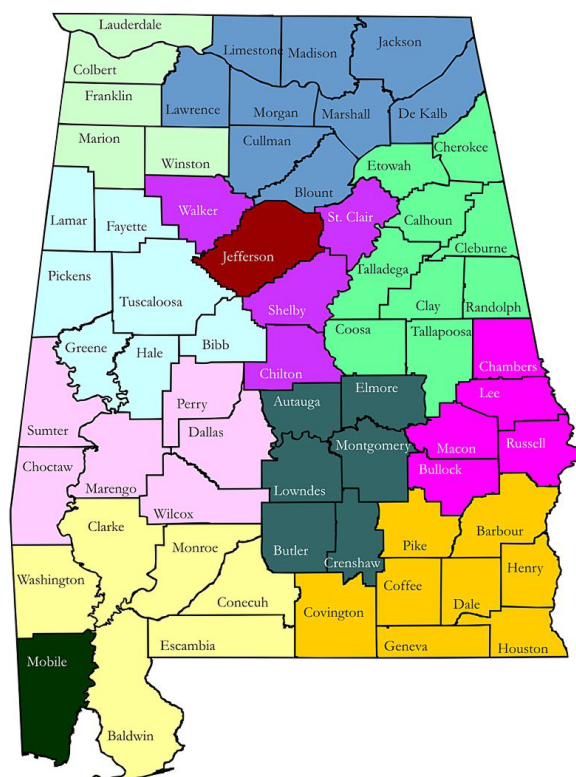
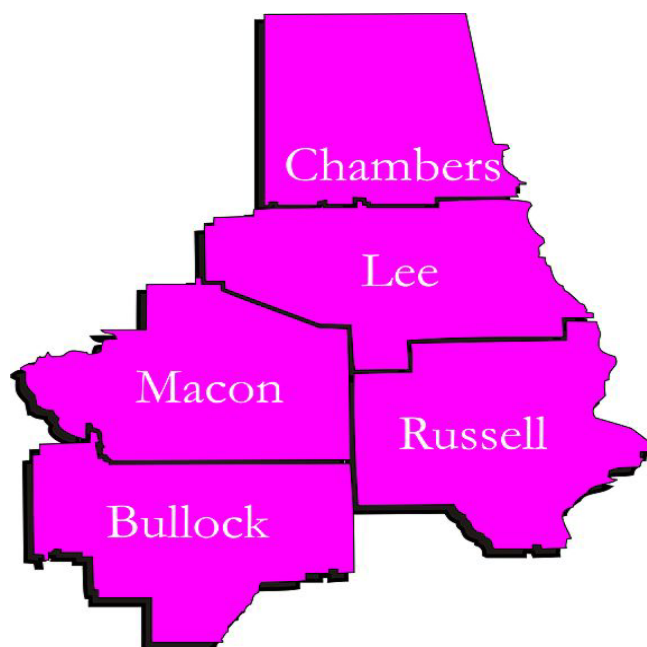
<u>County/WIAA</u>		<u>Autauga</u>			<u>Butler</u>			<u>Crenshaw</u>			<u>Elmore</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		31.8	60.8	58.8	65.7	50.8	63.6	68.7	58.2	61.1	69.3	50.0	73.7
19. Sex	Female	54.4	72.5	52.9	62.7	72.9	63.6	58.2	70.9	38.9	61.3	87.9	68.4
	Male	45.6	27.5	47.1	37.3	27.1	36.4	41.8	29.1	61.1	38.7	12.1	31.6
20. Median age		42.5	61.5	41	42.5	71	44	45	64	51	46	62	51
21. Ethnicity	Hispanic	0.0	3.9	0.0	0.0	1.7	0.0	1.5	0.0	5.6	1.3	0.0	0.0
21b. Race	White	80.9	76.5	70.6	76.1	6.1	77.3	76.1	81.0	77.8	96.0	82.8	94.7
	African-American/Other	19.1	19.6	29.4	23.9	39.0	22.7	23.9	19.0	22.3	4.0	15.5	5.3
22. Last school grade													
	High Sch./less, no diploma	11.8	17.6	23.5	9.0	40.7	13.6	11.9	35.4	5.6	12.0	39.7	5.3
	High School or GED	25.0	33.3	11.8	35.8	33.9	36.4	41.8	36.7	27.8	40.0	34.5	47.4
	Some college, no degree	20.6	31.4	23.5	19.4	10.2	9.1	11.9	11.4	22.2	18.7	6.9	42.1
	Jr. College/trade school/associate degree	17.6	3.9	11.8	22.4	8.5	22.7	9.0	2.5	11.1	8.0	5.2	0.0
	4-year college graduate/BA	16.2	9.8	23.5	10.4	5.1	13.6	19.4	7.6	22.2	8.0	8.6	0.0
	Postgraduate/Masters	8.8	3.9	5.8	3.0	1.7	4.5	4.5	6.3	11.1	13.3	3.4	5.3

<u>County/WIAA</u>		<u>Lowndes</u>			<u>Montgomery</u>			<u>Region 7</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>										
18. Married Respondents		41.1	45.2		55.6	37.7	36.4	59.4	53.4	50.5
19. Sex	Female	64.3	69.0		66.7	69.8	71.4	60.6	70.9	63.1
	Male	35.7	31.0		32.1	30.2	27.3	39.4	29.1	36.9
20. Median age		41	55		44	62	53	43	62	43
21. Ethnicity	Hispanic	0.0	3.6		0.0	0.0	0.0	0.2	1.2	0.9
21b. Race	White	26.8	26.2		56.8	67.9	57.1	66.7	63.2	57.7
	African-American/Other	73.2	71.4		40.8	28.3	37.7	33.0	35.0	41.4
22. Last school grade										
	High Sch./less, no diploma	7.1	23.8		4.9	9.4	9.1	8.4	24.1	11.7
	High School or GED	42.9	47.6		13.6	35.8	29.9	31.8	38.4	29.7
	Some college, no degree	17.9	7.1		14.8	17.0	16.9	16.3	15.9	17.1
	Jr. College/trade school/associate degree	8.9	7.1		12.3	6.3	13.5	13.3	6.3	13.5
	4-year college graduate/BA	17.9	11.9		28.4	18.9	19.5	19.0	10.6	18.9
	Postgraduate/Masters	5.4	2.4		24.7	9.4	13.0	11.1	4.0	9.0

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Lowndes County because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 8



Underemployment in Workforce Investment Advisory Area, Region 8

WIAA Region 8 comprises of the five counties shown in Table 8.1. The area's 26.6 percent underemployment rate is higher than the state's 24 percent. Based on December 2004 labor force information, about 27,000 employed residents are underemployed. Adding this to the unemployed gives a total available labor pool of about 32,900 for the area. This number is more than five times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's higher underemployment rate gives it 5.5 percent of the state's underemployed although it has 4.9 percent of the state's workers.

Table 8.1 Region 8 Underemployed

	<u>Alabama</u>	<u>Region 8</u>	<u>Bullock</u>	<u>Chambers</u>	<u>Lee</u>	<u>Macon</u>	<u>Russell</u>
Labor Force	2,170,500	107,290	4,720	15,350	55,280	6,760	25,180
Employed	2,061,500	101,380	4,060	14,070	53,350	6,280	23,620
Underemployment rate	24.0%	26.6%	25.9%	28.7%	21.6%	32.8%	26.3%
Underemployed workers	494,760	26,967	1,052	4,038	11,524	2,060	6,212
Unemployed	109,000	5,910	660	1,280	1,930	480	1,560
Available labor pool	603,760	32,877	1,712	5,318	13,454	2,540	7,772

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates ranged from 21.6 percent in Lee County to 32.8 percent in Macon (Table 8.1); only Lee County's rate was below the Alabama rate. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 8.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results for the underemployed are not presented for Bullock County because it had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

Almost 84 percent of the employed work full-time and 11 percent hold more than one job. Forty-three percent of part-time workers would like to work full-time. The one-way commute takes up to 20 minutes for 56 percent of the area's workers, but 11 percent take more than 40 minutes, with 2 percent spending more than an hour. Forty-three percent of the employed commute less than 10 miles, 21 percent travel more than 25 miles, and almost 5 percent exceed 45 miles. Fifty-one percent have 10 or more years job tenure and 24 percent have more than 20 years job tenure. The median monthly wage is at the lower end of the \$2,000 and \$3,000 range.

Of the employed, 84 percent say their jobs fit well with their education, training, skills, and experience, but 58 percent believe they are qualified for a better job. About 14 percent have sought better jobs in the preceding three months. Offered up to 15 percent higher wages, 28 percent would

leave their current jobs, 42 percent will leave for more than that, and 8 percent need more than a 50 percent salary increase. Twenty-nine percent will add up to 10 miles to the one-way commute for the higher-paying job, but 38 percent are prepared to go 20 or more extra miles. For this job, 45 percent will increase the one-way commute by more than 20 minutes while 25 percent will not consider adding more than 10 minutes.

Among the underemployed, 79 percent work full-time, 15 percent hold more than one job, and half of part-time workers want full-time work. About 53 percent commute for up to 20 minutes one-way, but 11 percent drive for over 40 minutes—2 percent take more than an hour. The commute is less than 10 miles for 40 percent of the underemployed, 19 percent travel more than 25 miles, and 4 percent exceed 45 miles. The underemployed have been in their current jobs for slightly fewer years than the employed. Eighteen percent have more than 20 years job tenure compared to 24 percent of employed. The median monthly wage is between \$1,000 and \$2,000 range. Both groups have similar occupation and industry distributions.

About 65 percent of the underemployed claim their jobs fit well with their education, training, skills, and experience. However, 85 percent believe they are qualified for a better job. Twenty-eight percent have sought better jobs in the preceding three months. Thirty-seven percent would leave current job for up to 15 percent higher income; 10 percent will do so for up to 5 percent; 45 percent would leave for more than 15 percent higher wages; and 4 percent want more than a 50 percent raise. Twenty-four percent will add up to 10 miles to the one-way commute for the new higher-paying job, but 35 percent are prepared to add 20 miles or more. Half are willing to increase the one-way commute by more than 20 minutes for this new job while 18 percent will not consider driving more than 10 additional minutes.

Of a total 715 respondents, 348 or 49 percent were employed. The main reasons given for being underemployed are low wages at available jobs, lack of job opportunities, and childcare or other family/personal obligations. Primary reasons for not working are disability or other health concerns and retirement or social security limitations. Fifty-eight percent employed, 40 percent nonworkers, and 50 percent underemployed are married. Men were 40 percent of employed, 25 percent nonworkers, and 36 percent underemployed. The median age is 45 for employed, 46 for the underemployed, and 62 for nonworkers. Roughly 56 percent employed, 52 percent nonworkers and 51 percent of underemployed are white; Hispanics were a tiny portion of respondents.

Eleven percent of the employed and 12 percent of the underemployed do not hold a high school diploma or equivalent, compared to 29 percent of nonworkers. Twenty-six percent employed and 24 percent underemployed hold a bachelor's or higher degree; 16 percent of nonworkers do. WIAA Region 8 has a 32,900-person labor pool that is willing to commute and is seeking higher wage jobs.

Table 8.2 Underemployment Survey Results, Region 8 (Percent)

<u>County/WIAA</u>		<u>Bullock</u>		<u>Chambers</u>		<u>Lee</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		71.7		86.2	84.0	89.5	85.7
2. <i>Percent of part-timers who wish to work full-time</i>		53.3		46.2	50.0	16.7	50.0
3. <i>Percent of workers with more than one job</i>		14.8		3.7	4.0	12.4	23.8
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	57.4		54.9	52.0	50.5	57.1
	20 to 40 minutes	11.1		36.6	48.0	41.2	33.3
	40 minutes to an hour	22.2		6.1	0.0	6.2	9.5
	More than an hour	7.4		1.2	0.0	1.0	0.0
5. <i>Commute distance</i>	Less than 10 miles	51.9		48.8	40.0	32.0	33.3
	10 to 25 miles	16.7		31.7	44.0	49.5	52.4
	25 to 45 miles	16.7		13.3	16.0	11.3	9.5
	More than 45 miles	11.1		3.7	0.0	3.1	4.8
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	7.4		1.2	0.0	1.0	0.0
	Manager/Teacher/Professional	16.7		19.5	12.0	20.6	23.8
	Administrative Support/Clerical	14.8		12.2	12.0	9.3	0.0
	Laborer	7.4		8.5	12.0	5.2	14.3
	Technician/Machine Operator/Assembler/Inspector	9.3		20.7	28.0	15.5	9.5
	Transportation Operator	1.9		1.2	0.0	1.0	0.0
	Retail/Wholesale Salesperson	3.7		3.7	4.0	2.1	9.5
	Police/Army	1.9		3.7	8.0	1.0	0.0
	Mechanic/Repairer	5.6		4.9	4.0	0.0	0.0
	Doctor/Vet	0.0		1.2	0.0	1.0	0.0
	Nurse	1.9		1.2	0.0	5.2	0.0
	Hotel/Restaurant/House Help	3.7		1.2	0.0	2.1	9.5
	Student	1.9		1.2	4.0	0.0	0.0
	Others	20.4		18.3	16.0	36.1	33.3
7. <i>Years at current/primary job</i>	Less than a year	20.4		13.4	12.0	11.3	0.0
	1 to 3 years	13.0		6.1	8.0	10.3	4.8
	3 to 5 years	7.4		12.2	11.0	11.3	4.8
	5 to 10 years	11.1		8.5	8.0	13.4	28.6
	10 to 20 years	25.9		24.4	28.0	39.2	52.4
	More than 20 years	22.2		34.1	32.0	14.4	9.5
8. <i>Industry</i>	Manufacturing	13.0		26.8	28.0	16.5	14.3
	Mining	0.0		0.0	0.0	0.0	0.0
	Construction	0.0		4.9	4.0	5.2	14.3
	Wholesale or Retail Trade	1.9		6.1	0.0	5.2	14.3
	Financer, Insurance or Real Estate	1.9		4.9	4.0	3.1	0.0
	Local Government	7.4		7.3	8.0	3.1	4.8
	State Government	13.0		7.3	8.0	11.3	9.5
	Federal Government	0.0		1.2	0.0	5.2	0.0
	Transportation, Communication or Public Utilities	9.3		4.9	4.0	6.2	0.0
	Farming, Hunting, Fishing, Landscaping, or Other	13.0		1.2	0.0	0.0	0.0
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	25.9		19.5	20.0	26.8	33.3
9. <i>Monthly wages</i>	Less than \$500	11.1		11.0	12.0	7.2	19.0
	\$500 up to \$1,000	22.2		9.8	16.0	8.2	9.5
	\$1,000 up to \$2,000	31.5		28.0	32.0	13.4	19.0
	\$2,000 up to \$3,000	9.3		17.1	16.0	18.6	14.3
	\$3,000 up to \$4,000	7.4		8.5	8.0	21.6	19.0
	\$4,000 up to \$6,000	1.9		3.7	4.0	9.3	9.5
	More than \$6,000	1.9		4.9	0.0	8.2	4.8

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Bullock County because they are statistically unreliable.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

<u>County/WIAA</u>		<u>Macon</u>		<u>Russell</u>		<u>Region 8</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		86.0	72.2	89.3	80.0	84.2	78.5
2. <i>Percent of part-timers who wish to work full-time</i>		40.0	50.0	40.0	0.0	43.2	50.0
3. <i>Percent of workers with more than one job</i>		6.9	10.5	17.5	33.3	10.6	14.9
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	63.8	73.7	54.4	40.0	55.5	53.2
	20 to 40 minutes	24.1	21.1	36.8	46.7	31.9	34.0
	40 minutes to an hour	10.3	5.3	5.3	0.0	9.2	8.5
	More than an hour	1.7	0.0	0.0	0.0	2.0	2.1
5. <i>Commute distance</i>	Less than 10 miles	48.3	52.6	40.4	33.3	43.1	40.4
	10 to 25 miles	15.5	21.1	36.8	40.0	32.5	36.2
	25 to 45 miles	31.0	21.1	14.0	6.7	16.4	14.9
	More than 45 miles	5.2	5.3	1.8	0.0	4.6	4.3
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	0.0	0.0	0.0	0.0	1.7	2.1
	Manager/Teacher/Professional	15.5	15.8	12.3	20.0	17.5	17.0
	Administrative Support/Clerical	10.3	10.5	8.8	6.7	10.9	8.5
	Laborer	3.4	0.0	3.5	0.0	5.7	7.4
	Technician/Machine Operator/Assembler/Inspector	10.3	5.3	15.8	20.0	14.9	14.9
	Transportation Operator	1.7	5.3	0.0	0.0	1.1	1.1
	Retail/Wholesale Salesperson	3.4	5.3	5.3	0.0	3.4	5.3
	Police/Army	0.0	0.0	1.8	0.0	1.7	2.1
	Mechanic/Repairer	1.7	5.3	1.8	0.0	2.6	3.2
	Doctor/Vet	0.0	0.0	0.0	0.0	0.6	0.0
	Nurse	12.1	0.0	5.3	0.0	4.9	0.0
	Hotel/Restaurant/House Help	6.9	15.8	7.0	6.7	3.7	6.4
	Student	1.7	5.3	0.0	0.0	0.9	3.2
	Others	32.8	31.6	38.6	46.7	29.3	26.6
7. <i>Years at current/primary job</i>	Less than a year	12.1	26.3	14.0	13.3	13.8	14.9
	1 to 3 years	6.9	10.5	15.8	6.7	10.1	9.6
	3 to 5 years	8.6	15.8	8.8	6.7	10.1	9.6
	5 to 10 years	24.1	15.8	17.5	33.3	14.4	18.1
	10 to 20 years	20.7	21.1	19.3	20.0	27.3	28.7
	More than 20 years	25.9	5.3	24.6	20.0	23.9	18.1
8. <i>Industry</i>	Manufacturing	12.1	10.5	15.8	13.3	17.5	17.0
	Mining	0.0	0.0	0.0	0.0	0.0	0.0
	Construction	6.9	5.3	1.8	0.0	4.0	5.3
	Wholesale or Retail Trade	5.2	5.3	7.0	0.0	5.2	5.3
	Financer, Insurance or Real Estate	0.0	0.0	5.3	13.3	3.2	3.2
	Local Government	1.7	0.0	1.8	0.0	4.3	4.3
	State Government	13.8	15.8	7.0	20.0	10.3	11.7
	Federal Government	3.4	10.5	7.0	13.3	3.4	4.3
	Transportation, Communication or Public Utilities	6.9	0.0	3.5	6.7	6.0	3.2
	Farming, Hunting, Fishing, Landscaping, or Other	1.7	5.3	0.0	0.0	2.6	4.3
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	41.4	36.8	29.8	26.7	27.9	25.5
9. <i>Monthly wages</i>	Less than \$500	1.7	0.0	3.5	0.0	7.2	10.6
	\$500 up to \$1,000	19.0	21.1	14.0	0.0	13.5	14.9
	\$1,000 up to \$2,000	22.4	26.3	15.8	13.3	21.6	24.5
	\$2,000 up to \$3,000	22.4	15.8	15.8	13.3	17.0	13.8
	\$3,000 up to \$4,000	13.8	15.8	17.5	33.3	14.4	14.9
	\$4,000 up to \$6,000	5.2	0.0	8.8	6.7	6.0	4.3
	More than \$6,000	5.2	10.5	5.3	6.7	5.5	5.3

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

<u>County/WIAA</u>	<u>Bullock</u>		<u>Chambers</u>		<u>Lee</u>	
<u>Job Fitness</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience	75.9		82.9	68.0	90.7	76.2
11. Percent of workers who believe they are qualified for a better job	61.1		62.2	88.0	50.5	90.5
Reasons: Education and training	75.8		74.5	68.2	83.7	89.5
Skills	66.7		70.6	63.6	83.7	89.5
Experience	72.7		80.4	81.8	87.8	100.0
12. Additional income for which workers would leave current job						
0 to 5% more	7.4		11.0	16.0	9.3	14.3
5 to 15% more	27.8		22.0	32.0	14.4	14.3
15 to 30% more	16.7		19.5	20.0	26.8	38.1
30 to 50% more	13.0		8.5	16.0	8.2	4.8
More than 50% more	9.3		8.5	4.0	9.3	9.5
*** Would not leave current job	22.2		28.0	12.0	28.9	19.0
13. Additional commute for new job						
0 to 10 miles	21.4		23.7	27.3	33.3	23.5
10 to 20 miles	33.4		30.5	27.3	26.1	41.2
more than 20 miles	40.5		40.7	36.4	36.2	35.3
14. Additional one-way commute time						
0 to 10 minutes	26.2		20.3	18.2	26.1	5.9
10 to 20 minutes	16.7		25.4	22.7	29.0	17.6
more than 20 minutes	52.4		49.2	50.0	40.6	76.5
15. Percent of workers who sought better job in past three months	11.9		18.6	31.8	7.2	23.5
<u>Underemployment</u>						
16. Percent of workers who say they are currently underemployed	25.9	100.0	28.7	100.0	21.6	100.0
17. Reasons respondents give for being	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area		23.8	44.0	15.3	42.9	11.4
The low wages at the available jobs		11.1	44.0	12.5	52.4	7.1
They live too far from jobs		6.3	16.0	5.6	9.5	4.3
They are in school or undergoing training		3.2	0.0	4.2	4.8	8.6
Their spouse or partner has a really good job		6.3	8.0	8.3	14.3	8.6
They are retired or because of social security limitations		33.3	4.0	36.1	4.8	22.9
Disability or other health concerns		25.4	0.0	41.7	9.5	34.3
Child care responsibilities		4.8	24.0	11.1	19.0	18.6
They take care of someone other than a child		0.0	8.0	6.9	14.3	5.7
Other family or personal obligations		3.2	24.0	5.6	23.8	1.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Bullock County because they are statistically unreliable.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>	<u>Macon</u>		<u>Russell</u>		<u>Region 8</u>	
		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		79.3	52.6	84.2	73.3	83.6	64.9
11. <i>Percent of workers who believe they are qualified for a better job</i>		70.7	78.9	50.9	73.3	58.3	85.1
Reasons:	Education and training	78.0	93.3	86.2	90.9	79.3	80.0
	Skills	85.4	93.3	79.3	72.7	77.3	76.3
	Experience	87.8	93.3	82.8	81.8	82.8	86.3
12. <i>Additional income for which workers would leave current job</i>							
	0 to 5% more	5.2	5.3	8.8	6.7	8.6	9.6
	5 to 15% more	17.2	21.1	21.1	40.0	19.8	27.7
	15 to 30% more	34.5	42.1	10.5	6.7	22.1	25.5
	30 to 50% more	22.4	15.8	10.5	13.3	11.8	14.9
	More than 50% more	5.2	0.0	8.8	0.0	8.3	4.3
	*** Would not leave current job	15.5	15.8	40.4	33.3	27.3	17.0
13. <i>Additional commute for new job</i>	0 to 10 miles	24.5	18.8	44.1	30.0	28.9	24.4
	10 to 20 miles	38.8	50.0	20.6	30.0	30.0	37.2
	more than 20 miles	36.7	31.3	32.4	40.0	37.5	34.6
14. <i>Additional one-way commute time</i>	0 to 10 minutes	22.4	25.0	35.3	10.0	25.3	17.9
	10 to 20 minutes	32.7	43.8	26.5	30.0	26.5	28.2
	more than 20 minutes	44.9	31.3	35.3	60.0	44.7	50.0
15. <i>Percent of workers who sought better job in past three months</i>		12.2	25.0	23.5	50.0	13.8	28.2
<u>Underemployment</u>							
16. <i>Percent of workers who say they are currently underemployed</i>		32.8	100.0	26.3	100.0	26.6	100.0
17. <i>Reasons respondents give for being</i>		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	36.8	15.9	26.7	6.4	41.5	13.8
	The low wages at the available jobs	42.1	14.3	33.3	6.4	44.7	9.9
	They live too far from jobs	26.3	11.1	6.7	2.1	18.1	5.5
	They are in school or undergoing training	10.5	6.3	20.0	2.1	8.5	4.7
	Their spouse or partner has a really good job	0.0	7.9	6.7	3.2	9.6	6.6
	They are retired or because of social security limitations	0.0	22.2	0.0	20.2	2.1	26.5
	Disability or other health concerns	15.8	44.4	13.3	47.9	9.6	39.5
	Child care responsibilities	15.8	6.3	6.7	8.5	21.3	9.9
	They take care of someone other than a child	10.5	7.9	0.0	3.2	8.5	4.7
	Other family or personal obligations	21.1	6.3	26.7	3.2	23.4	3.9

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present.

Table 8.2 Underemployment Survey Results, Region 8 (Percent, continued)

<u>County/WIAA</u>		<u>Bullock</u>			<u>Chambers</u>			<u>Lee</u>			<u>Macon</u>		
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>
<u>Characteristics</u>													
18. Married Respondents		46.3	36.5		68.3	46.8	64.0	63.9	50.0	57.1	51.7	30.2	42.1
19. Sex	Female	75.9	71.4		57.3	76.6	60.0	53.6	72.9	52.4	65.5	77.8	68.4
	Male	24.1	28.6		42.7	23.4	40.0	46.4	27.1	47.6	34.5	22.2	31.6
20. Median age		41.5	56		48	59.5	45	41	54.5	47	48	67	48
21. Ethnicity	Hispanic	1.9	3.2		1.2	1.3	0.0	2.1	1.4	0.0	3.4	1.6	0.0
21b. Race	White	20.4	30.2		68.3	64.9	56.0	80.4	70.0	81.0	19.0	19.0	15.8
	African-American/Other	77.8	63.5		31.7	33.8	44.0	19.6	24.3	19.0	70.3	77.8	84.2
22. Last school grade													
High Sch./less, no diploma		14.8	23.8		20.7	39.0	28.0	8.2	15.7	14.3	5.2	27.0	0.0
High School or GED		53.7	39.7		30.5	40.3	24.0	27.8	31.4	28.6	25.9	28.6	15.8
Some college, no degree		13.0	15.9		23.2	7.8	24.0	20.6	14.3	23.8	13.8	15.9	21.1
Jr. College/trade school/associate degree		6.3	4.8		12.2	6.5	12.0	8.2	4.3	14.3	15.5		
4-year college graduate/BA		7.4	6.3		9.8	3.9	8.0	20.6	24.3	14.3	19.0	12.7	15.8
Postgraduate/Masters		1.9	6.3		3.7	1.3	4.0	14.4	8.6	4.8	20.7	6.3	21.1

<u>County/WIAA</u>		<u>Russell</u>			<u>Region 8</u>		
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>
<u>Characteristics</u>							
18. Married Respondents		50.9	35.1	40.0	58.0	39.8	50.0
19. Sex	Female	59.6	74.5	46.7	60.9	74.7	63.8
	Male	40.4	25.5	53.3	39.1	25.3	36.2
20. Median age		44.5	67	44	45	62	46
21. Ethnicity	Hispanic	0.0	3.2	0.0	1.7	2.2	1.1
21b. Race	White	66.7	63.8	73.3	55.7	51.8	51.1
	African-American/Other	31.6	32.0	26.7	43.4	44.2	48.9
22. Last school grade							
High Sch./less, no diploma		5.3	35.1	0.0	11.2	28.9	11.7
High School or GED		35.1	29.8	20.0	33.3	33.8	25.5
Some college, no degree		19.3	11.7	26.7	18.7	12.8	23.4
Jr. College/trade school/associate degree		5.3	8.5	6.7	10.1	6.8	14.5
4-year college graduate/BA		22.8	10.6	26.7	16.1	11.4	14.5
Postgraduate/Masters		12.3	1.1	20.0	10.6	4.4	9.6

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Bullock County because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 9



Underemployment in Workforce Investment Advisory Area, Region 9

WIAA Region 9 comprises of the six counties shown in Table 9.1. The area's underemployment rate of 22.8 percent is less than the state's 24 percent. Based on December 2004 labor force information, this means that about 27,000 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 35,400 for the area. This number is more than four times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's lower underemployment rate gives it 5.5 percent of the state's underemployed although it has 5.7 percent of the state's workers.

Table 9.1 Region 9 Underemployed

	<u>Alabama</u>	<u>Region 9</u>	<u>Baldwin</u>	<u>Clarke</u>	<u>Conecuh</u>	<u>Escambia</u>	<u>Monroe</u>	<u>Washington</u>
Labor Force	2,170,500	126,840	80,090	12,560	5,570	15,050	8,650	4,920
Employed	2,061,500	118,460	75,170	11,700	5,230	14,150	7,890	4,320
Underemployment rate	24.0	22.8	14.7	22.2	31.7	22.6	20.0	30.5
Underemployed workers	494,760	27,009	11,050	2,597	1,658	3,198	1,578	1,318
Unemployed	109,000	8,380	4,920	860	340	900	760	600
Available labor pool	603,760	35,389	15,970	3,457	1,998	4,098	2,338	1,918

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates ranged from 14.7 percent in Baldwin County to 31.7 percent in Conecuh (Table 9.1). Two counties had underemployment rates that exceeded the Alabama rate. The underemployment rates are multiplied by the number of employed to get the number of underemployed workers. Table 9.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all counties in the area. However, detailed results for the underemployed are not presented for Baldwin, Clarke, Escambia, and Monroe counties because they had too few underemployed respondents. A low number of underemployed respondents can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

Almost 80 percent of employed area residents work full-time, with 8 percent holding more than one job. Twenty-eight percent of part-time workers would like to have full-time jobs. Sixty percent have up to a 20-minute one-way commute, but 10 percent take more than 40 minutes, and 2.3 percent drive more than an hour to work. The one-way commute is less than 10 miles for half of the employed, 19 percent travel more than 25 miles, and 5 percent exceed 45 miles. Forty-seven percent have 10 or more years job tenure and a quarter have more than 20 years job tenure. The median monthly wage is between \$1,000 and \$2,000.

Of the employed, 84 percent say their jobs fit well with their education, training, skills, and experience, but 58 percent believe they are qualified for a better job. A fifth have sought better jobs

in the preceding three months. Twenty-eight percent would leave their current jobs if offered up to 15 percent higher income; 8 percent are willing to leave for up to 5 percent higher income; 42 percent want more than 15 percent higher wages; 9.4 percent need more than 50 percent; and the remainder would not leave at all. Twenty-six percent will add up to 10 miles to their one-way commute for the new higher-paying job, but 43 percent are willing to drive additional 20 miles or more. For this new job, 47 percent will increase the one-way commute by more than 20 minutes while 21 percent will not consider adding more than 10 minutes.

Among the underemployed, 73 percent are full-time, 14 percent hold more than one job, and 41 percent of part-time workers want full-time work. About 59 percent commute for up to 20 minutes one-way, but 9 percent take more than 40 minutes, with 2.2 percent driving more than an hour to work. The one-way commute is less than 10 miles for 49 percent of the underemployed, 23 percent have more than 25 miles to travel, and 7 percent exceed 45 miles. The underemployed have been in their current jobs for slightly fewer years compared to the employed. The median monthly wage is between \$1,000 and \$2,000; 33 percent earn more than \$2,000, compared to 38 percent of all employed. The distribution across industry is somewhat similar for both groups but fewer underemployed (18 percent versus 31 percent employed) are in managerial or professional and administrative support occupations.

About 74 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. However, almost 80 percent believe they are qualified for a better job. Thirty-two percent have sought better jobs in the preceding three months. Thirty-one percent would leave current job for up to 15 percent higher income; with 11 percent willing to do so for up to 5 percent higher income. Fifty-three percent would leave for more than 15 percent higher wages—10 percent want more than a 50 percent wage increase—and the remainder would not leave at all. Twenty-three percent are willing to add up to 10 miles to the one-way commute for the new higher-paying job, but half are prepared to add 20 miles or more. About 54 percent are willing to increase the one-way commute by more than 20 minutes for this new job while 14 percent will not consider driving more than 10 additional minutes.

Of the 884 respondents, 394 or 45 percent are employed. Major reasons for being underemployed are low wages at available jobs, lack of job opportunities, and live too far from jobs. Nonworkers' main reason for their status is disability or other health concerns. Sixty-five percent of employed respondents, 53 percent of nonworkers, and 60 percent of the underemployed are married. Men made up 37 percent of the employed, a little more than a quarter of nonworkers, and 36 percent of the underemployed. The median age is 44 for the employed, 41 for the underemployed, and 63 for nonworkers. Roughly 70 percent of the employed and nonworkers are white compared to 64 percent of underemployed; Hispanics are a very small portion of respondents.

Ten percent of the employed and 12 percent of the underemployed do not hold a high school diploma or equivalent, compared to 25 percent of nonworkers. Twenty-one percent employed and 18 percent underemployed hold a bachelor's or higher degree; 15 percent of nonworkers do. There are 35,400 people in the WIAA Region 9 who are willing to commute and are seeking higher wage jobs.

Table 9.2 Underemployment Survey Results, Region 9 (Percent)

<u>County/WIAA</u>		<u>Baldwin</u>		<u>Clarke</u>		<u>Conecuh</u>		<u>Escambia</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		75.3		82.5		80.0	73.7	80.6	
2. <i>Percent of part-timers who wish to work full-time</i>		15.8		10.0		55.6	100.0	40.0	
3. <i>Percent of workers with more than one job</i>		6.4		11.1		8.3	15.8	4.8	
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	56.4		55.6		60.0	47.4	64.5	
	20 to 40 minutes	28.7		27.0		30.0	42.1	19.4	
	40 minutes to an hour	9.6		12.7		5.0	10.5	3.2	
	More than an hour	2.1		3.2		5.0	0.0	4.8	
5. <i>Commute distance</i>	Less than 10 miles	50.0		46.0		51.7	36.8	59.7	
	10 to 25 miles	24.5		31.7		18.3	26.3	22.6	
	25 to 45 miles	13.8		14.3		21.7	26.3	4.8	
	More than 45 miles	6.4		4.8		3.3	10.5	4.8	
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	1.1		0.0		1.7	0.0	1.6	
	Manager/Teacher/Professional	22.3		17.5		13.3	10.5	6.5	
	Administrative Support/Clerical	17.0		12.7		15.0	10.5	14.5	
	Laborer	0.0		3.2		6.7	10.5	3.2	
	Technician/Machine Operator/Assembler/Inspector	7.4		11.1		8.3	5.3	21.0	
	Transportation Operator	1.1		6.3		1.7	0.0	4.8	
	Retail/Wholesale Salesperson	5.3		3.2		3.3	10.5	8.1	
	Police/Army	1.1		1.6		5.0	10.5	0.0	
	Mechanic/Repairer	2.1		0.0		0.0	0.0	1.6	
	Doctor/Vet	0.0		0.0		0.0	0.0	0.0	
	Nurse	4.3		6.3		13.3	15.8	4.8	
	Hotel/Restaurant/House Help	7.4		1.6		3.3	0.0	3.2	
	Student	1.1		0.0		1.7	0.0	0.0	
	Others	28.7		36.5		26.7	26.3	30.6	
7. <i>Years at current/primary job</i>	Less than a year	19.1		11.1		18.3	21.1	21.0	
	1 to 3 years	6.4		15.9		6.7	5.3	12.9	
	3 to 5 years	11.7		1.6		11.7	5.3	9.7	
	5 to 10 years	14.9		14.3		13.3	10.5	19.4	
	10 to 20 years	25.5		30.2		26.7	31.6	14.5	
	More than 20 years	22.3		27.0		23.3	26.3	22.6	
8. <i>Industry</i>	Manufacturing	1.1		17.6		10.0	10.5	9.7	
	Mining	1.1		1.4		0.0	0.0	3.2	
	Construction	5.3		0.0		5.0	10.5	8.1	
	Wholesale or Retail Trade	9.6		4.8		8.3	10.5	4.8	
	Financer, Insurance or Real Estate	3.2		4.8		5.0	0.0	3.2	
	Local Government	5.3		7.9		10.0	15.8	3.2	
	State Government	8.5		7.9		8.3	5.3	9.7	
	Federal Government	3.2		1.6		1.7	0.0	0.0	
	Transportation, Communication or Public Utilities	4.3		3.2		8.3	5.3	12.9	
	Farming, Hunting, Fishing, Landscaping, or Other	1.1		7.9		1.7	0.0	3.2	
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	43.6		28.6		33.3	42.1	29.0	
9. <i>Monthly wages</i>	Less than \$500	7.4		7.9		5.0	15.8	6.5	
	\$500 up to \$1,000	10.6		22.2		11.7	10.5	17.7	
	\$1,000 up to \$2,000	21.3		15.9		35.0	31.6	24.2	
	\$2,000 up to \$3,000	16.0		23.8		11.7	15.8	12.9	
	\$3,000 up to \$4,000	12.8		6.3		10.0	15.8	8.1	
	\$4,000 up to \$6,000	7.4		3.2		3.3	5.3	11.3	
	More than \$6,000	4.3		4.8		3.3	0.0	1.6	

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Baldwin, Clarke, and Escambia counties because they are statistically unreliable.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

<u>County/WIAA</u>		<u>Monroe</u>		<u>Washington</u>		<u>Region 9</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		77.8		84.7	77.8	79.8	73.3
2. <i>Percent of part-timers who wish to work full-time</i>		33.3		28.6	66.7	28.4	40.9
3. <i>Percent of workers with more than one job</i>		9.1		10.2	11.1	8.1	14.4
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	72.7		50.8	44.4	59.5	58.9
	20 to 40 minutes	23.6		28.8	38.9	26.5	31.1
	40 minutes to an hour	1.8		11.9	11.1	7.6	6.7
	More than an hour	0.0		3.4	5.6	2.3	2.2
5. <i>Commute distance</i>	Less than 10 miles	52.7		42.4	27.8	50.4	48.9
	10 to 25 miles	27.3		20.3	27.8	24.2	24.4
	25 to 45 miles	7.3		23.7	33.3	14.2	16.7
	More than 45 miles	5.5		5.1	5.6	5.1	6.7
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	0.0		6.8	5.6	1.8	2.2
	Manager/Teacher/Professional	21.8		18.6	16.7	17.0	11.1
	Administrative Support/Clerical	14.5		5.1	0.0	13.5	6.7
	Laborer	1.8		8.5	5.6	3.6	5.6
	Technician/Machine Operator/Assembler/Inspector	7.3		16.9	22.2	11.6	10.0
	Transportation Operator	3.6		1.7	0.0	3.2	1.1
	Retail/Wholesale Salesperson	9.1		5.1	5.6	5.6	7.8
	Police/Army	0.0		0.0	0.0	1.3	2.2
	Mechanic/Repairer	3.6		3.4	0.0	1.8	1.1
	Doctor/Vet	0.0		0.0	0.0	0.0	0.0
	Nurse	7.3		6.8	5.6	6.9	8.9
	Hotel/Restaurant/House Help	7.3		3.4	5.6	4.6	6.7
	Student	0.0		0.0	0.0	0.6	1.1
	Others	23.6		23.7	33.3	28.4	35.6
7. <i>Years at current/primary job</i>	Less than a year	29.1		11.9	0.0	18.3	20.0
	1 to 3 years	1.8		8.5	11.1	8.7	7.8
	3 to 5 years	9.1		8.5	0.0	8.9	7.8
	5 to 10 years	21.8		20.3	33.3	17.0	16.7
	10 to 20 years	16.4		15.3	22.2	21.9	27.8
	More than 20 years	20.0		33.9	33.3	24.7	20.0
8. <i>Industry</i>	Manufacturing	10.9		16.9	16.7	10.2	12.2
	Mining	1.8		0.0	0.0	1.3	0.0
	Construction	3.6		6.8	16.7	4.8	7.8
	Wholesale or Retail Trade	12.7		3.4	5.6	7.4	8.9
	Financer, Insurance or Real Estate	1.8		1.7	5.6	3.3	1.1
	Local Government	1.8		0.0	0.0	4.8	4.4
	State Government	7.3		15.3	22.2	9.4	6.7
	Federal Government	1.8		0.0	0.0	1.5	0.0
	Transportation, Communication or Public Utilities	1.8		5.1	5.6	5.9	3.3
	Farming, Hunting, Fishing, Landscaping, or Other	7.3		5.1	5.6	4.1	6.7
	Agricultural						
	Services for Healthcare, Business, Hotel, Restaurant, Household	34.5		28.8	16.7	33.8	34.4
9. <i>Monthly wages</i>	Less than \$500	9.1		8.5	11.1	7.4	16.7
	\$500 up to \$1,000	16.4		15.3	27.8	15.3	16.7
	\$1,000 up to \$2,000	18.2		8.5	16.7	20.6	23.3
	\$2,000 up to \$3,000	16.4		20.3	16.7	16.8	16.7
	\$3,000 up to \$4,000	7.3		22.0	22.2	11.2	8.9
	\$4,000 up to \$6,000	10.9		3.4	0.0	6.6	5.6
	More than \$6,000	3.6		5.1	5.6	3.8	2.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Monroe County because they are statistically unreliable.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

<u>County/WIAA</u>		<u>Baldwin</u>		<u>Clarke</u>		<u>Conecuh</u>		<u>Escambia</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience		88.3		82.5		86.7	84.2	74.2	
11. Percent of workers who believe they are qualified for a better job		54.3		50.8		68.3	94.7	62.9	
Reasons:	Education and training	80.4		87.5		78.0	77.8	69.2	
	Skills	92.2		84.4		82.9	77.8	84.6	
	Experience	98.0		90.6		87.8	88.9	97.4	
12. Additional income for which workers would leave current job									
	0 to 5 more	3.2		9.5		5.0	26.3	9.7	
	5 to 15 more	18.1		22.2		20.0	0.0	22.6	
	15 to 30 more	23.4		7.9		25.0	42.1	32.3	
	30 to 50 more	11.7		12.7		11.7	15.8	3.2	
	More than 50 more	10.6		9.5		8.3	10.5	9.7	
	*** Would not leave current job	30.9		33.3		25.0	5.3	16.1	
13. Additional commute for new job									
	0 to 10 miles	29.2		23.8		26.2	5.6	26.9	
	10 to 20 miles	33.8		33.3		22.2	33.3	17.3	
	more than 20 miles	32.3		33.3		42.2	61.1	48.1	
14. Additional one-way commute time									
	0 to 10 minutes	24.6		21.4		24.4	16.7	19.2	
	10 to 20 minutes	33.8		28.6		26.7	27.8	21.2	
	more than 20 minutes	36.9		40.5		40.0	55.6	51.9	
15. Percent of workers who sought better job in past three months		7.7		21.4		26.7	44.4	23.1	
<u>Underemployment</u>									
16. Percent of workers who say they are currently underemployed		14.7	100.0	22.2	100.0	31.7	100.0	22.6	100.0
17. Reasons respondents give for being		<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area		4.5		11.5	84.2	14.8		9.5
	The low wages at the available jobs		4.5		9.8	63.2	7.4		7.1
	They live too far from jobs		3.6		4.9	52.6	2.5		1.2
	They are in school or undergoing training		4.5		1.6	5.3	6.2		4.8
	Their spouse or partner has a really good job		7.1		8.2	10.5	8.6		7.1
	They are retired or because of social security limitations		22.3		11.5	5.3	22.2		17.9
	Disability or other health concerns		32.1		41.0	10.5	40.7		35.7
	Child care responsibilities		8.0		8.2	10.5	7.4		14.3
	They take care of someone other than a child		8.0		4.9	5.3	6.2		4.8
	Other family or personal obligations		6.3		9.8	10.5	6.2		8.3
Emp – Employed		Und – Underemployed		NnW – Nonworkers					

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Baldwin, Clarke, and Escambia counties because they are statistically unreliable.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

<u>Job Fitness</u>	<u>County/WIAA</u>		<u>Monroe</u>		<u>Washington</u>		<u>Region 9</u>	
			<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>			80.0		91.5	88.9	84.2	74.4
11. <i>Percent of workers who believe they are qualified for a better job</i>			69.1		42.4	72.2	57.5	78.9
Reasons:	Education and training		81.6		72.0	53.8	78.3	76.1
	Skills		81.6		72.0	76.9	84.1	77.5
	Experience		73.7		80.0	84.6	88.9	87.3
12. <i>Additional income for which workers would leave current job</i>								
	0 to 5 more		12.7		10.2	16.7	7.9	11.1
	5 to 15 more		20.0		15.3	11.1	19.6	20.0
	15 to 30 more		21.8		18.6	27.8	21.6	30.0
	30 to 50 more		14.5		10.2	11.1	10.7	13.3
	More than 50 more		5.5		11.9	22.2	9.4	10.0
	*** Would not leave current job		23.6		30.5	5.6	27.0	13.3
13. <i>Additional commute for new job</i>	0 to 10 miles		16.7		31.7	35.3	26.1	23.1
	10 to 20 miles		19.0		19.5	11.8	24.7	25.6
	more than 20 miles		57.1		48.8	52.9	42.9	50.0
14. <i>Additional one-way commute time</i>	0 to 10 minutes		11.9		24.4	11.8	21.3	14.1
	10 to 20 minutes		14.3		26.8	35.3	25.8	30.8
	more than 20 minutes		66.7		48.8	52.9	46.7	53.8
15. <i>Percent of workers who sought better job in past three months</i>			26.2		22.0	35.3	20.2	32.1
<u>Underemployment</u>								
16. <i>Percent of workers who say they are currently underemployed</i>			20.0	100.0	30.5	100.0	22.8	100.0
17. <i>Reasons respondents give for being</i>			<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area			16.2		50.0		20.3
	The low wages at the available jobs			8.1		44.4		13.5
	They live too far from jobs			8.1		27.8		8.1
	They are in school or undergoing training			1.4		5.6		4.1
	Their spouse or partner has a really good job			12.7		11.1		8.1
	They are retired or because of social security limitations			17.6		11.1		12.2
	Disability or other health concerns			41.9		5.6		40.5
	Child care responsibilities			8.1		16.7		12.2
	They take care of someone other than a child			6.8		11.1		2.7
	Other family or personal obligations			5.4		16.7		5.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Monroe County because they are statistically unreliable.

Table 9.2 Underemployment Survey Results, Region 9 (Percent, continued)

<u>County/WIAA</u>		<u>Baldwin</u>			<u>Clarke</u>			<u>Conecuh</u>			<u>Escambia</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>													
18. Married Respondents		66.0	60.2		71.4	50.8		60.0	44.4	47.4	62.9	52.3	
19. Sex	Female	72.3	69.9		68.3	70.5		68.3	80.2	63.2	56.5	69.8	
	Male	27.7	30.1		31.7	29.5		31.7	19.8	36.8	43.5	29.1	
20. Median age		44	65		44	64		43.5	62	38	40	61.5	
21. Ethnicity	Hispanic	2.1	1.8		0.0	3.3		3.3	2.5	5.3	0.0	2.3	
	White	89.4	92.9		61.9	67.2		56.7	54.3	52.6	69.4	72.0	
21b. Race													
African-American/Other		10.6	6.2		34.9	31.2		38.3	44.4	47.4	30.6	28.0	
22. Last school grade													
High Sch./less, no diploma		10.6	9.7		7.9	23.0		11.7	32.1	15.8	11.3	30.2	
High School or GED		24.5	29.2		42.9	55.7		31.7	37.0	26.3	41.9	37.2	
Some college, no degree		24.5	18.6		14.3	9.8		15.0	9.9	10.5	16.1	18.6	
Jr. College/trade school/associate degree		10.6	8.8		4.8	1.6		23.3	8.6	21.1	12.9	5.8	
4-year college graduate/BA		17.0	23.9		19.0	4.9		10.0	7.4	15.8	9.7	3.5	
Postgraduate/Masters		11.7	9.7		11.1	4.9		8.3	3.7	10.5	8.1	4.7	

<u>County/WIAA</u>		<u>Monroe</u>			<u>Washington</u>			<u>Region 9</u>		
Respondent		Emp	NnW	Und	Emp	NnW	Und	Emp	NnW	Und
<u>Characteristics</u>										
18. Married Respondents		56.4	49.3		74.6	56.0	66.7	65.4	52.7	60.0
19. Sex	Female	52.7	77.3		54.2	74.7	61.1	63.1	73.5	64.4
	Male	47.3	22.7		45.8	25.3	38.9	36.9	26.3	35.6
20. Median age		43	64		47	62	46	44	63	41
21. Ethnicity	Hispanic	5.5	1.3		3.4	0.0	0.0	1.8	1.8	1.1
	White	52.7	64.0		76.3	62.7	83.3	69.7	70.7	64.4
21b. Race										
African-American/Other		47.0	32.3		20.3	36.0	16.7	29.3	24.2	33.3
22. Last school grade										
High Sch./less, no diploma		14.5	34.7		6.8	25.3	11.1	10.4	24.8	12.2
High School or GED		36.4	44.0		44.1	45.3	38.9	35.9	39.9	37.8
Some college, no degree		20.0	4.0		27.1	12.0	27.8	19.8	12.8	18.9
Jr. College/trade school/associate degree		10.9	8.0		6.8	4.0	11.0			
4-year college graduate/BA		10.9	6.7		8.5	8.0	11.1	11.5	6.5	13.3
Postgraduate/Masters		7.3	2.7		6.8	2.7	0.0	13.0	10.2	11.1
								9.2	5.1	6.7

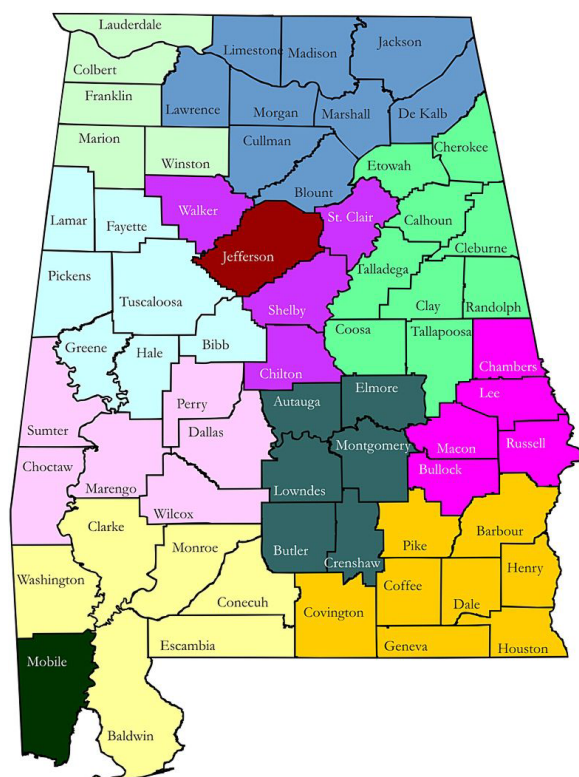
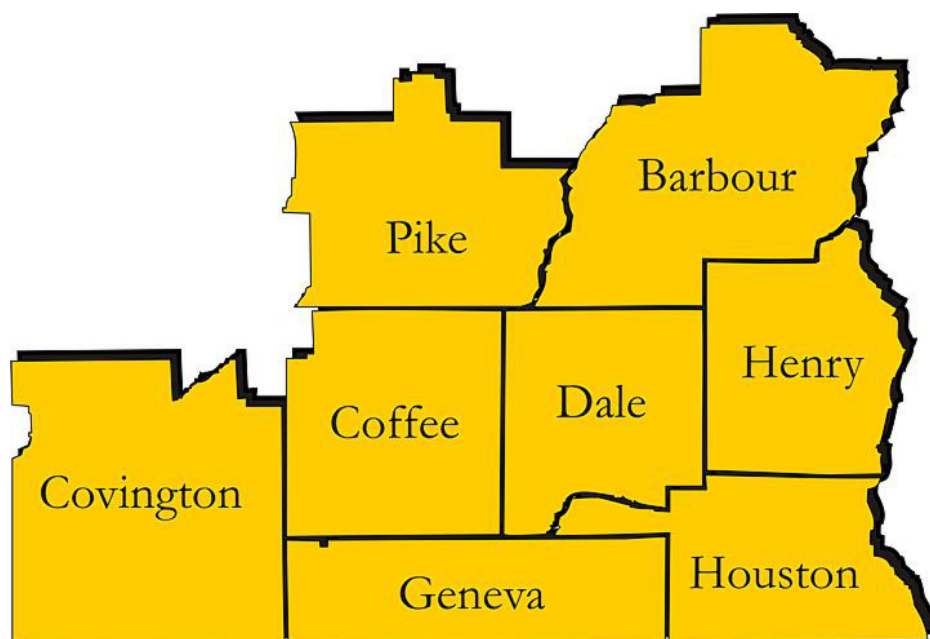
Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Baldwin, Clarke, Escambia, and Monroe counties because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Region 10



Underemployment in Workforce Investment Advisory Area, Region 10

WIAA Region 10 comprises of the eight counties shown in Table 10.1. The underemployment rate of 22.2 percent for the area is less than the state's 24 percent. Based on December 2004 labor force information, this means that about 31,600 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 38,500 for the area. This pool is more than five times the unemployed and is a more realistic measure of available labor in the area. However, prospective employers must offer higher wages, better benefits or terms of employment, or other incentives to induce the underemployed to change jobs. The region's lower underemployment rate gives it 6.4 percent of the state's underemployed although it has 6.9 percent of the state's workers.

Table 10.1 Region 10 Underemployed

	<u>Alabama</u>	<u>Region 10</u>	<u>Barbour</u>	<u>Coffee</u>	<u>Covington</u>
Labor Force	2,170,500	149,300	13,410	20,390	16,060
Employed	2,061,500	142,390	12,540	19,630	15,100
Underemployment rate	24.0	22.2	23.5	18.2	20.3
Underemployed workers	494,760	31,611	2,947	3,573	3,065
Unemployed	109,000	6,910	870	760	960
Available labor pool	603,760	38,521	3,817	4,333	4,025
	<u>Dale</u>	<u>Geneva</u>	<u>Henry</u>	<u>Houston</u>	<u>Pike</u>
Labor Force	21,280	9,500	6,300	47,400	14,960
Employed	20,340	9,030	5,930	45,560	14,260
Underemployment rate	23.4	19.4	28.1	19.2	25.4
Underemployed workers	4,760	1,752	1,666	8,748	3,622
Unemployed	940	470	370	1,840	700
Available labor pool	5,700	2,222	2,036	10,588	4,322

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; and U.S. Bureau of Labor Statistics.

Underemployment Survey Results

Underemployment rates ranged from 18.2 percent in Coffee County to 28.1 percent in Henry (Table 10.1). Henry and Pike counties had underemployment rates that exceeded the Alabama rate. The number of underemployed is the product of the underemployment rate and the number of employed. Table 10.2 shows the detailed underemployment survey results. Characteristics of the employed and nonworkers are presented for all eight counties in the area. However, detailed results for the underemployed are not presented for Coffee, Covington, Geneva, and Houston counties because they had too few underemployed respondents. A low number of underemployed can be used to estimate underemployment but reliable inferences on their characteristics cannot be made.

Almost 80 percent of the employed work full-time, 10 percent hold multiple jobs, and a third of part-time workers would like full-time jobs. Sixty-seven percent commute less than 20 minutes one-way; 8.6 percent take more than 40 minutes and 2.6 percent drive more than an hour. The one-way commute is less than 10 miles for 55 percent of the employed; 14.5 percent travel more than 25 miles; and 5 percent exceed 45 miles. About half have 10 years or more job tenure and 27 percent have more than 20 years job tenure. The median monthly wage is between \$2,000 and \$3,000.

Of the employed, 90 percent say their jobs fit well with their education, training, skills, and experience. Fifty-six percent believe they are qualified for a better job and a fifth have sought better jobs in the preceding three months. Twenty-seven percent would leave their current jobs for up to 15 percent higher income. Thirty-nine percent will leave for more than that, with 6.6 percent needing more than 50 percent. A quarter are willing to increase the one-way commute by up to 10 miles for the new higher-paying job, but 41 percent are willing to drive 20 or more additional miles. For this new job, 50.4 percent will increase the one-way commute by more than 20 minutes while 21 percent will not consider driving more than 10 extra minutes.

Among the underemployed, 76 percent are full-time, 10 percent hold more than one job, and 54 percent of part-time workers would like full-time work. About 61 percent commute less than 20 minutes one-way, 5 percent take more than 40 minutes, and 1.7 percent take more than an hour. The one-way commute is less than 10 miles for 55 percent of the underemployed. Almost 12 percent travel more than 25 miles, with 2.5 percent exceeding 45 miles. Fewer underemployed have been in their current jobs for 10 or more years—37 percent, compared to 51 percent of employed—and 13 percent have more than 20 years tenure, less than half the 27 percent of employed. The median monthly wage is between \$1,000 and \$2,000. The distribution across occupations and industry is somewhat similar for employed and underemployed persons.

About 82 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. However, 79 percent believe they are qualified for a better job and almost 35 percent have sought better jobs in the preceding three months. Thirty-seven percent would leave current job for up to 15 percent higher income, with 12 percent will do so for 5 percent higher wages. About 45 percent would leave for more than 15 percent higher wages; ten percent want more than a 50 percent increase. Eighteen percent are willing to increase their one-way commute by up to 10 miles for the new higher-paying job, but 55 percent are prepared to add 20 miles or more. About 64 percent are willing to increase the one-way commute by more than 20 minutes for this new job while 14 percent will not consider adding more than 10 minutes.

Of the 1,027 respondents, 529 or 52 percent were employed. The primary reasons given for being underemployed are lack of job opportunities, low wages, live too far from jobs, and child care responsibilities. For nonworkers the main reasons are disability or other health concerns and retirement or social security limitations. Sixty-four percent of employed respondents, 47 percent nonworkers, and 51 percent underemployed are married. Men made up 43 percent of the employed, a third of nonworkers, and 42 percent of the underemployed. The median age is 45 for the employed, 42 for the underemployed, and 64 for nonworkers. Three-quarters of the employed are white compared to 64 percent of underemployed and 72 percent of nonworkers; Hispanics are a very small portion of respondents.

Eight percent of the employed and 10 percent of the underemployed do not hold a high school diploma or equivalent, compared to 32 percent of nonworkers. Twenty-six percent employed and 21 percent underemployed hold bachelor's or higher degrees; 13 percent of nonworkers do. There is a 38,500-strong labor pool in WIAA Region 10 that is clearly willing to commute and is seeking high paying jobs.

Table 10.2 Underemployment Survey Results, Region 10 (Percent)

<u>County/WIAA</u>		<u>Barbour</u>		<u>Coffee</u>		<u>Covington</u>		<u>Dale</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. <i>Percent of adults that are working full-time</i>		86.4	75.0	89.4		75.0		80.6	86.7
2. <i>Percent of part-timers who wish to work full-time</i>		40.0	75.0	28.6		30.8		41.7	0.0
3. <i>Percent of workers with more than one job</i>		11.9	12.5	15.2		4.7		7.8	6.7
4. <i>Average commute time (one-way)</i>	Up to 20 minutes	62.7	68.8	59.1		70.3		62.5	53.3
	20 to 40 minutes	26.9	31.3	25.8		21.9		31.3	46.7
	40 minutes to an hour	7.5	0.0	3.0		3.1		3.1	0.0
	More than an hour	0.0	0.0	6.1		3.1		1.6	0.0
5. <i>Commute distance</i>	Less than 10 miles	56.7	68.8	54.5		59.4		53.1	53.3
	10 to 25 miles	22.4	18.8	24.2		29.7		37.5	40.0
	25 to 45 miles	11.9	6.3	7.6		6.3		4.7	6.7
	More than 45 miles	6.0	6.3	7.6		3.1		3.1	0.0
6. <i>Occupation</i>	Farmer/Farming/Hunting/Fishing	3.0	0.0	3.0		3.1		1.6	0.0
	Manager/Teacher/Professional	16.4	18.8	10.6		18.8		25.0	26.7
	Administrative Support/Clerical	9.0	6.3	6.1		3.1		12.5	0.0
	Laborer	4.5	0.0	3.0		10.9		1.6	0.0
	Technician/Machine Operator/Assembler/Inspector	10.4	12.5	18.2		7.8		10.9	6.7
	Transportation Operator	6.0	6.3	4.5		1.6		6.3	0.0
	Retail/Wholesale Salesperson	10.4	18.8	3.0		1.6		6.3	0.0
	Police/Army	4.5	12.5	6.1		0.0		0.0	0.0
	Mechanic/Repairer	0.0	0.0	1.5		0.0		3.1	0.0
	Doctor/Vet	0.0	0.0	1.5		1.6		6.3	13.3
	Nurse	1.5	0.0	3.0		7.8		3.1	6.7
	Hotel/Restaurant/House Help	6.0	0.0	0.0		3.1		0.0	6.7
	Student	0.0	0.0	0.0		0.0		0.0	0.0
	Others	28.4	25.0	34.8		40.6		23.4	40.0
7. <i>Years at current/primary job</i>	Less than a year	17.9	12.5	7.6		10.9		9.4	6.7
	1 to 3 years	14.9	31.3	9.1		6.3		6.3	6.7
	3 to 5 years	4.5	0.0	13.6		4.7		10.9	13.3
	5 to 10 years	10.4	18.8	16.7		17.2		20.3	26.7
	10 to 20 years	23.9	25.0	22.7		32.8		21.9	26.7
	More than 20 years	25.4	12.5	30.3		26.6		29.7	20.0
8. <i>Industry</i>	Manufacturing	10.4	12.5	15.2		9.4		6.3	6.7
	Mining	1.5	0.0			1.6		1.6	6.7
	Construction	9.0	6.3	3.0		4.7		1.6	
	Wholesale or Retail Trade	13.4	31.3	3.0		3.1		10.9	13.3
	Financer, Insurance or Real Estate	6.0	6.3	1.5		4.7		3.1	
	Local Government	3.0	6.3	3.0		9.4		9.4	6.7
	State Government	11.9	12.5	6.1		4.7		4.7	6.7
	Federal Government	4.5	6.3	13.6		0.0		7.8	0.0
	Transportation, Communication or Public Utilities	6.0	6.3	4.5		3.1		4.7	0.0
	Farming, Hunting, Fishing, Landscaping, or Other	6.0	0.0	4.5		3.1		0.0	0.0
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	16.4	6.3	27.3		39.1		31.3	33.3
9. <i>Monthly wages</i>	Less than \$500	6.0	6.3	3.0		1.6		1.6	0.0
	\$500 up to \$1,000	13.4	25.0	16.7		12.5		10.9	20.0
	\$1,000 up to \$2,000	25.4	43.8	21.2		34.4		20.3	13.3
	\$2,000 up to \$3,000	13.4	0.0	13.6		14.1		20.3	40.0
	\$3,000 up to \$4,000	9.0	6.3	9.1		6.3		20.3	6.7
	\$4,000 up to \$6,000	14.9	6.3	6.1		10.9		9.4	6.7
	More than \$6,000	3.0	6.3	15.2		4.7		7.8	6.7

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Coffee and Covington counties because they are statistically unreliable.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

<u>County/WIAA</u>		<u>Geneva</u>		<u>Henry</u>		<u>Houston</u>		<u>Pike</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		88.5		85.9	77.8	79.2		75.7	63.2
2. Percent of part-timers who wish to work full-time		16.7		22.2	50.0	22.2		38.9	57.1
3. Percent of workers with more than one job		12.9		10.9	16.7	6.9		8.5	21.1
4. Average commute time (one-way)	Up to 20 minutes	64.5		68.8	61.1	69.4		73.2	89.5
	20 to 40 minutes	19.4		17.2	27.8	19.4		9.9	0.0
	40 minutes to an hour	6.5		6.3	11.1	6.9		11.3	5.3
	More than an hour	4.8		6.3	0.0	0.0		0.0	0.0
5. Commute distance	Less than 10 miles	46.8		53.1	55.6	52.8		63.4	78.9
	10 to 25 miles	27.4		25.0	11.1	29.2		15.5	10.5
	25 to 45 miles	17.7		9.4	22.2	9.7		9.9	5.3
	More than 45 miles	4.8		9.4	5.6	0.0		5.6	0.0
6. Occupation	Farmer/Farming/Hunting/Fishing	3.2		1.6	0.0	0.0		2.8	
	Manager/Teacher/Professional	22.6		10.9	11.1	16.7		21.1	10.5
	Administrative Support/Clerical	11.3		9.4	11.1	8.3		8.5	15.8
	Laborer	4.8		7.8	11.1	1.4		1.4	5.3
	Technician/Machine Operator/Assembler/Inspector	11.3		17.2	16.7	12.5		8.5	5.3
	Transportation Operator	4.8		4.7	5.6	1.4		1.4	0.0
	Retail/Wholesale Salesperson	1.6		4.7	5.6	4.2		5.6	5.3
	Police/Army	0.0		1.6	0.0	0.0		0.0	0.0
	Mechanic/Repairer	0.0		1.6	0.0	4.2		0.0	0.0
	Doctor/Vet	0.0		0.0	0.0	1.4		0.0	0.0
	Nurse	4.8		9.4	5.6	4.2		4.2	5.3
	Hotel/Restaurant/House Help	8.1		1.6	5.6	6.9		2.8	5.3
	Student	0.0		0.0	0.0	1.4		2.8	5.3
	Others	27.4		29.7	27.8	37.5		39.4	36.8
7. Years at current/primary job	Less than a year	9.7		20.3	16.7	13.9		15.5	26.3
	1 to 3 years	14.5		7.8	0.0	12.5		14.1	15.8
	3 to 5 years	8.1		6.3	5.6	6.9		12.7	15.8
	5 to 10 years	16.1		17.2	33.3	18.1		9.9	5.3
	10 to 20 years	17.7		21.9	27.8	27.8		15.5	26.3
	More than 20 years	33.9		26.6	16.7	19.4		28.2	5.3
8. Industry	Manufacturing	11.3		17.2	5.6	8.3		7.0	0.0
	Mining	0.0		0.0	0.0	0.0		0.0	0.0
	Construction	9.7		1.6	5.6	2.8		1.4	0.0
	Wholesale or Retail Trade	4.8		7.8	5.6	8.3		14.1	10.5
	Financier, Insurance or Real Estate	3.2		4.7	5.6	5.6		4.2	0.0
	Local Government	6.5		4.8	11.1	5.6		2.8	5.3
	State Government	4.8		9.4	5.6	5.6		9.9	26.3
	Federal Government	9.7		3.1	5.6	5.6		4.2	0.0
	Transportation, Communication or Public Utilities	11.3		4.7	0.0	6.9		5.6	5.3
	Farming, Hunting, Fishing, Landscaping, or Other	1.6		3.1	5.6	0.0		5.6	5.3
	Agricultural								
	Services for Healthcare, Business, Hotel, Restaurant, Household	24.2		32.8	38.9	37.5		28.2	36.8
9. Monthly wages	Less than \$500	6.5		1.6	0.0	5.6		9.9	31.6
	\$500 up to \$1,000	6.5		7.8	5.6	5.6		8.5	15.8
	\$1,000 up to \$2,000	32.3		26.6	33.3	23.6		19.7	10.5
	\$2,000 up to \$3,000	21.0		26.6	27.8	23.6		19.7	10.5
	\$3,000 up to \$4,000	12.9		9.4	16.7	11.1		11.3	10.5
	\$4,000 up to \$6,000	4.8		4.7	5.6	2.8		8.5	0.0
	More than \$6,000	3.2		3.1	0.0	8.3		7.0	5.3

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry. Characteristics of the underemployed are not reported for Geneva and Houston counties because they are statistically unreliable.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

<u>County/WIAA</u>		<u>WIAA Region 10</u>	
<u>General</u>		<u>Emp</u>	<u>Und</u>
1. Percent of adults that are working full-time		79.6	75.6
2. Percent of part-timers who wish to work full-time		32.5	53.8
3. Percent of workers with more than one job		9.8	10.1
4. Average commute time (one-way)	Up to 20 minutes	66.5	61.3
	20 to 40 minutes	21.4	28.6
	40 minutes to an hour	6.0	3.4
	More than an hour	2.6	1.7
5. Commute distance	Less than 10 miles	55.2	54.6
	10 to 25 miles	26.3	26.9
	25 to 45 miles	9.6	9.2
	More than 45 miles	4.9	2.5
6. Occupation	Farmer/Farming/Hunting/Fishing	2.3	0.0
	Manager/Teacher/Professional	17.8	15.1
	Administrative Support/Clerical	8.5	8.4
	Laborer	4.3	4.2
	Technician/Machine Operator/Assembler/Inspector	12.1	12.6
	Transportation Operator	3.0	5.0
	Retail/Wholesale Salesperson	4.7	5.0
	Police/Army	2.3	2.5
	Mechanic/Repairer	0.9	1.7
	Doctor/Vet	0.9	1.7
	Nurse	5.3	5.9
	Hotel/Restaurant/House Help	4.3	4.2
	Student	0.6	0.8
	Others	32.9	32.8
7. Years at current/primary job	Less than a year	13.2	16.0
	1 to 3 years	10.8	13.4
	3 to 5 years	8.5	6.7
	5 to 10 years	15.7	23.5
	10 to 20 years	23.1	23.5
	More than 20 years	27.4	13.1
8. Industry	Manufacturing	10.6	11.8
	Mining	0.6	0.8
	Construction	4.2	3.4
	Wholesale or Retail Trade	8.3	10.1
	Financer, Insurance or Real Estate	4.2	3.4
	Local Government	5.5	5.9
	State Government	7.2	10.9
	Federal Government	6.0	2.5
	Transportation, Communication or Public Utilities	5.9	5.0
	Farming, Hunting, Fishing, Landscaping, or Other	3.0	1.7
	Agricultural		
	Services for Healthcare, Business, Hotel, Restaurant, Household	29.7	29.4
9. Monthly wages	Less than \$500	4.5	8.4
	\$500 up to \$1,000	10.2	15.1
	\$1,000 up to \$2,000	25.3	28.6
	\$2,000 up to \$3,000	19.1	19.3
	\$3,000 up to \$4,000	11.2	10.9
	\$4,000 up to \$6,000	7.8	2.5
	More than \$6,000	6.6	4.2

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

<u>County/WIAA</u>	<u>Barbour</u>		<u>Coffee</u>		<u>Covington</u>		<u>Dale</u>	
<u>Job Fitness</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
10. Percent of workers whose current job fits well with their education and training, skills, and experience	86.6	81.3	92.4		87.5		92.2	86.7
11. Percent of workers who believe they are qualified for a better job	56.7	62.5	43.9		45.3		60.9	86.7
Reasons: Education and training	73.7	70.0	75.9		82.8		84.6	73.3
Skills	81.6	90.0	72.4		72.4		84.6	80.0
Experience	84.2	90.0	72.4		86.2		89.7	86.7
12. Additional income for which workers would leave current job								
0 to 5 more	6.0	6.3	4.5		9.4		6.3	6.7
5 to 15 more	23.9	25.0	25.8		9.4		23.4	33.3
15 to 30 more	17.9	25.0	15.2		32.8		18.8	40.0
30 to 50 more	16.4	12.5	19.7		7.8		12.5	6.7
More than 50 more	11.9	25.0	4.5		3.1		3.1	13.3
*** Would not leave current job	23.9	6.3	28.8		34.4		31.3	0.0
13. Additional commute for new job								
0 to 10 miles	23.1	6.7	27.7		21.4		29.5	25.1
10 to 20 miles	25.0	33.3	27.7		28.6		34.1	46.2
more than 20 miles	50.0	60.0	42.6		42.9		34.1	30.8
14. Additional one-way commute time								
0 to 10 minutes	15.4	6.7	10.6		21.4		20.5	7.7
10 to 20 minutes	19.2	33.3	31.9		26.2		22.7	15.4
more than 20 minutes	63.5	80.0	55.3		47.6		54.5	76.9
15. Percent of workers who sought better job in past three months	21.2	26.7	34.0		16.7		20.5	23.1
<u>Underemployment</u>								
16. Percent of workers who say they are currently underemployed	23.5	100.0	18.2	100.0	20.3	100.0	23.4	100.0
17. Reasons respondents give for being	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area	37.5	14.3		8.1		7.8	33.3	10.2
The low wages at the available jobs	50.0	12.7		4.8		7.8	60.0	4.1
They live too far from jobs	18.8	6.3		3.2		4.7	33.3	0.0
They are in school or undergoing training	0.0	1.6		4.8		4.7	13.3	4.1
Their spouse or partner has a really good job	12.5	1.6		9.7		3.1	13.3	4.1
They are retired or because of social security limitations	6.3	41.3		41.9		26.6	6.7	46.9
Disability or other health concerns	0.0	38.1		33.9		39.1	6.7	26.5
Child care responsibilities	37.5	6.3		9.7		4.7	26.7	6.1
They take care of someone other than a child	12.5	6.3		3.2		6.3	6.7	6.1
Other family or personal obligations	6.3	1.6		8.1		4.7	26.7	4.1

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Coffee and Covington counties because they are statistically unreliable.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

<u>County/WIAA</u>	<u>Geneva</u>		<u>Henry</u>		<u>Houston</u>		<u>Pike</u>	
	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>	<u>Emp</u>	<u>Und</u>
<u>Job Fitness</u>								
10. Percent of workers whose current job fits well with their education and training, skills, and experience	93.5		87.5	77.8	88.9		88.7	78.9
11. Percent of workers who believe they are qualified for a better job	58.1		57.8	72.2	63.9		57.7	84.2
Reasons: Education and training	83.3		75.7	76.9	80.4		73.8	76.5
Skills	83.3		78.4	76.9	80.4		71.4	76.5
Experience	88.9		83.8	92.3	89.1		76.2	64.7
12. Additional income for which workers would leave current job								
0 to 5 more	8.1		4.7	0.0	5.6		5.6	15.8
5 to 15 more	14.5		29.7	38.9	19.4		22.5	31.6
15 to 30 more	24.2		17.2	11.1	19.4		22.5	10.5
30 to 50 more	8.1		9.4	5.6	13.9		4.2	10.5
More than 50 more	6.5		4.7	11.1	9.7		8.5	10.5
*** Would not leave current job	38.7		31.3	27.8	27.8		31.0	10.5
13. Additional commute for new job								
0 to 10 miles	34.2		11.4	7.7	32.7		22.4	23.5
10 to 20 miles	39.5		34.1	15.4	34.6		14.3	5.9
more than 20 miles	23.7		45.5	76.9	28.8		55.1	58.8
14. Additional one-way commute time								
0 to 10 minutes	34.2		18.2	7.7	28.8		18.4	11.8
10 to 20 minutes	26.3		29.5	30.8	28.8		16.3	11.8
more than 20 minutes	36.8		45.5	61.5	38.5		57.1	64.7
15. Percent of workers who sought better job in past three months	10.5		27.3	53.8	17.3		16.3	35.3
<u>Underemployment</u>								
16. Percent of workers who say they are currently underemployed	19.4	100.0	28.1	100.0	19.2	100.0	25.4	100.0
17. Reasons respondents give for being	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>	<u>Und</u>	<u>NnW</u>
A lack of job opportunities in their area		10.8		66.7		9.0		8.5
The low wages at the available jobs		12.3		50.0		7.7		10.6
They live too far from jobs		6.2		22.2		5.1		2.1
They are in school or undergoing training		3.1		0.0		2.6		6.4
Their spouse or partner has a really good job		6.2		16.7		2.6		6.4
They are retired or because of social security limitations		21.5		5.6		23.1		17.0
Disability or other health concerns		35.4		11.1		41.0		31.9
Child care responsibilities		7.7		33.3		3.8		17.0
They take care of someone other than a child		3.1		11.1		6.4		10.6
Other family or personal obligations		1.5		33.3		0.0		6.4

Emp – Employed

Und – Underemployed

NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Geneva and Houston counties because they are statistically unreliable.

Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

<u>County/WIAA</u>		<u>WIAA Region 10</u>	
<u>Job Fitness</u>		<u>Emp</u>	<u>Und</u>
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		89.8	81.5
11. <i>Percent of workers who believe they are qualified for a better job</i>		55.8	79.0
Reasons:	Education and training	79.0	78.7
	Skills	78.6	80.9
	Experience	84.4	85.1
12. <i>Additional income for which workers would leave current job</i>			
	0 to 5 more	6.2	11.8
	5 to 15 more	21.2	25.2
	15 to 30 more	21.0	22.7
	30 to 50 more	11.5	12.6
	More than 50 more	6.6	10.1
	*** Would not leave current job	30.8	15.1
13. <i>Additional commute for new job</i>			
	0 to 10 miles	25.3	17.8
	10 to 20 miles	29.4	25.7
	more than 20 miles	40.9	54.5
14. <i>Additional one-way commute time</i>			
	0 to 10 minutes	20.7	13.9
	10 to 20 minutes	25.1	20.8
	more than 20 minutes	50.4	63.4
15. <i>Percent of workers who sought better job in past three months</i>		20.7	34.7
<u>Underemployment</u>			
16. <i>Percent of workers who say they are currently underemployed</i>		22.2	100.0
17. <i>Reasons respondents give for being</i>		<u>Und</u>	<u>NnW</u>
	A lack of job opportunities in their area	50.4	10.2
	The low wages at the available jobs	49.6	8.6
	They live too far from jobs	25.2	3.9
	They are in school or undergoing training	6.7	4.7
	Their spouse or partner has a really good job	15.1	4.9
	They are retired or because of social security limitations	3.4	31.8
	Disability or other health concerns	5.9	36.5
	Child care responsibilities	23.5	7.5
	They take care of someone other than a child	9.2	5.3
	Other family or personal obligations	18.5	3.7
Emp – Employed		Und – Underemployed	
		NnW – Nonworkers	
Note: Rounding errors may be present.			

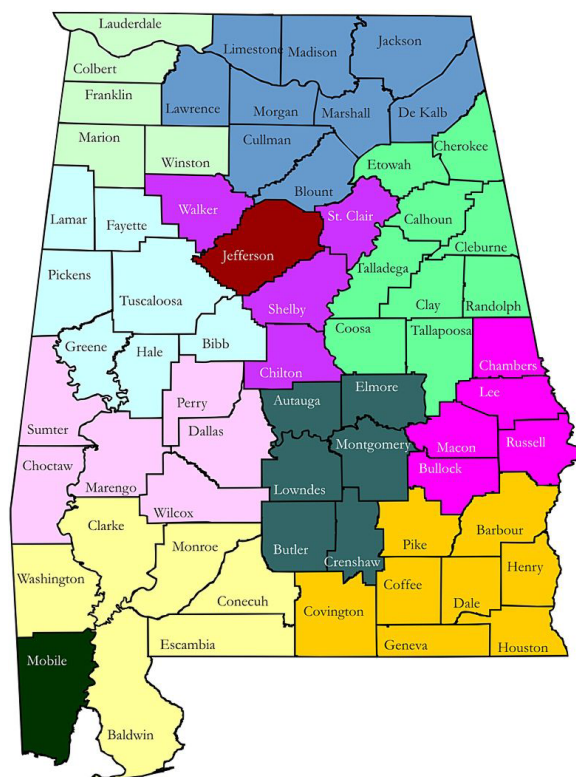
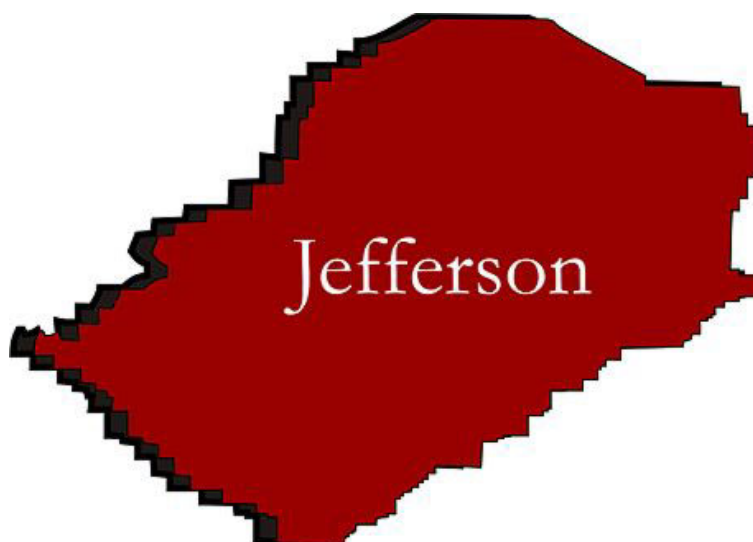
Table 10.2 Underemployment Survey Results, Region 10 (Percent, continued)

<u>County/WIAA</u>		<u>Barbour</u>			<u>Coffee</u>			<u>Covington</u>			<u>Dale</u>		
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>
<u>Characteristics</u>													
18. Married Respondents		61.2	31.3	43.8	68.2	53.8		62.5	54.7		71.9	46.0	66.7
19. Sex	Female	53.7	78.1	68.8	51.5	73.8		59.4	71.9		62.5	62.0	40.0
	Male	44.8	21.9	31.2	48.5	26.2		40.6	28.1		37.5	38.0	60.0
20. Median age		45	64	43	45	60		46.5	67.5		44	65.5	44
21. Ethnicity	Hispanic	1.5	0.0	0.0	6.1	1.5		0.00	1.60			4.0	
21b. Race	White	55.2	54.7	37.5	77.3	76.9		87.5	90.6		75.0	78.0	60.0
	African-American/Other	41.8	43.7	62.5	22.7	21.6		10.9	9.4		25.0	20.0	40.0
22. Last school grade													
High Sch./less, no diploma		4.5	37.5	0.0	6.1	26.2		12.5	34.4		7.8	20.0	6.7
High School or GED		41.8	39.1	75.0	36.4	26.2		29.7	31.3		21.9	30.0	33.3
Some college, no degree		16.4	3.1	0.0	13.6	20.0		12.5	20.3		34.4	26.0	33.3
Jr. College/trade school/associate degree		9.0	4.7	0.0	10.6	6.2		17.2	1.6		9.4	14.0	0.0
4-year college graduate/BA		11.9	10.9	12.5	19.7	16.9		17.2	4.7		14.1	6.0	6.7
Postgraduate/Masters		16.4	3.1	12.5	13.6	3.1		10.9	6.3		12.5	4.0	20.0
<u>County/WIAA</u>		<u>Geneva</u>			<u>Henry</u>			<u>Houston</u>			<u>Pike</u>		
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>	<u>Emp</u>	<u>NnW</u>	<u>Und</u>
<u>Characteristics</u>													
18. Married Respondents		64.5	50.8		64.1	46.2	50.0	62.5	56.3		53.5	40.6	26.3
19. Sex	Female	54.8	72.3		64.1	59.0	61.1	56.9	54.2		52.1	62.5	57.9
	Male	45.2	27.7		35.9	41.0	38.9	43.1	45.8		46.5	37.5	36.8
20. Median age		48.5	64		43	67	43	44	62		43	58	32
21. Ethnicity	Hispanic	0.0	0.0		0.0	0.0	0.0	1.4	0.0		0.0	0.0	0.0
21b. Race	White	85.5	83.1		67.2	67.9	72.2	79.2	68.8		76.1	53.1	52.6
	African-American/Other	14.5	15.4		31.3	32.1	27.8	20.8	29.2		21.1	43.7	42.1
22. Last school grade													
High Sch./less, no diploma		11.3	40.0		10.9	26.9	27.8	8.3	27.1		5.6	40.6	0.0
High School or GED		40.3	29.2		40.6	46.2	27.8	33.3	33.3		31.0	28.1	36.8
Some college, no degree		14.5	16.9		15.6	14.1	22.2	25.0	12.5		18.3	12.5	26.3
Jr. College/trade school/associate degree		11.3	0.0		17.2	6.4	16.7	12.5	6.3		14.1	6.3	0.0
4-year college graduate/BA		11.3	9.2		14.1	3.8	5.6	16.7	12.5		22.5	4.7	26.3
Postgraduate/Masters		11.3	4.6		1.6	2.6	0.0	4.2	4.2		7.0	7.8	5.3
<u>County/WIAA</u>		<u>WIAA Region 10</u>											
<u>Respondent</u>		<u>Emp</u>	<u>NnW</u>	<u>Und</u>									
<u>Characteristics</u>													
18. Married Respondents		63.5	47.2	51.3									
19. Sex	Female	56.9	67.1	58.0									
	Male	42.9	32.9	42.0									
20. Median age		45	64	42									
21. Ethnicity	Hispanic	1.1	0.8	0.0									
21b. Race	White	75.4	71.5	63.9									
	African-American/Other	23.6	27.1	36.1									
22. Last school grade													
High Sch./less, no diploma		8.3	31.9	10.1									
High School or GED		34.4	33.3	42.0									
Some college, no degree		18.9	15.5	18.5									
Jr. College/trade school/associate degree		12.7	5.4	8.4									
4-year college graduate/BA		16.1	8.4	12.6									
Postgraduate/Masters		9.6	4.4	8.4									

Emp – Employed Und – Underemployed NnW – Nonworkers

Note: Rounding errors may be present. Characteristics of the underemployed are not reported for Coffee, Covington, Geneva, and Houston counties because they are statistically unreliable.

Underemployment in Workforce Investment Advisory Area, Jefferson Region



Underemployment in Workforce Investment Advisory Area, Jefferson Region

The area's underemployment rate of 22.5 percent is less than the state's 24 percent (Table J1). Based on December 2004 labor force information, this means that about 72,600 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 88,250 for the area. This number is almost six times the number of unemployed and is a more realistic measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The region's lower underemployment rate gives it 14.7 percent of the state's underemployed although it has 15.7 percent of the state's workers.

Table J1. Jefferson Region Underemployed

	<u>Alabama</u>	<u>Jefferson</u>
Labor force	2,170,500	338,400
Employed	2,061,500	322,770
Underemployment rate	24.0%	22.5%
Number of underemployed workers	494,760	72,623
Unemployed	109,000	15,630
Available labor pool	603,760	88,253

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; U.S. Bureau of Labor Statistics.

Underemployment Survey Results

The Jefferson WIAA underemployment rate is applied to the number of employed residents to get the number of underemployed workers in Table J1. The detailed underemployment survey results are shown in Table J2. Almost 78 percent of employed area residents work full-time, with 9 percent holding more than one job. About a quarter of part-time workers would like full-time jobs. Fifty-three percent have less than a 20-minute one-way commute, but 8 percent take more than 40 minutes, and 1 percent drive more than an hour to work. The one-way commute is less than 10 miles for 41 percent of workers. Fifteen percent travel more than 25 miles and 3 percent exceed 45 miles. Just about half have 10 years or more job tenure and 24 percent have more than 20 years job tenure. The median monthly wage is between \$2,000 and \$3,000.

Of the employed, 84 percent say their jobs fit well with their education, training, skills, and experience. Sixty-six percent believe they are qualified for a better job and 23 percent have sought better jobs in the preceding three months. Thirty percent would leave their current jobs if offered up to 15 percent higher income, with 6 percent willing to accept a 5 percent increase. Forty-six percent will leave for more than 15 percent higher wages, but 7.2 percent need more than a 50 percent salary increase. A third are willing to increase the one-way commute by up to 10 miles for the new higher-paying job, but a slightly higher 35 percent are prepared to drive additional 20 miles or more. For this new job, about 39 percent will increase the one-way commute by more than 20 minutes while 26 percent will not consider adding more than 10 minutes.

Among the underemployed, 69 percent are full-time, 5 percent hold more than one job, and 37 percent of part-time workers would like to work full-time. About 54 percent have less than a 20-minute one-way commute, but 9 percent take more than 40 minutes, and 2.6 percent travel more than an hour to work. A third of the underemployed commute less than 10 miles one-way, almost 18 percent travel more than 25 miles, and 5 percent exceed 45 miles. Forty-eight percent of the underemployed, slightly less than the 49 percent of employed have been in their current jobs for 10 years or more and 24.4 percent have more than 20 years tenure, slightly more than the 24.1 percent of employed. The median monthly wage is between \$1,000 and \$2,000.

The distribution across occupations is somewhat similar for both the employed and the underemployed except that more underemployed are managers/teachers/professionals (26 percent versus 20 percent employed) and retail/wholesale salespersons (12 percent versus seven percent employed). No underemployed person reported being in police/army, mechanic/repairer, or doctor/vet occupations. The underemployed are overrepresented in the retail and wholesale trade sector and underrepresented in construction.

About 74 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. However, almost 90 percent believe they are qualified for a better job and about 35 percent have sought better jobs in the preceding three months. Thirty-seven percent would leave current job for up to 15 percent higher income, with 10 percent willing to do so for a 5 percent higher wage. About 45 percent would leave their current jobs for more than 15 percent higher wages, but 3.8 percent want more than 50 percent higher wages. Twenty-three percent are willing to increase their one-way commute by up to 10 miles for the new higher-paying job, but 45 percent are willing to drive additional 20 miles or more. For this new job, 43 percent will increase the one-way commute by more than 20 minutes while a fifth will not consider adding more than 10 minutes.

Of the 676 respondents, 345 or 51 percent were employed. The primary reasons respondents gave for being underemployed are low wages at available jobs, lack of job opportunities, other family or personal obligations, and child care responsibilities. For nonworkers the major reasons are disability or other health concerns and retirement or social security limitations. Fifty-seven percent of employed respondents, 48 percent of nonworkers, and 54 percent of the underemployed are married. Men made up 39 percent of the employed, 27 percent of nonworkers, and 42 percent of the underemployed. The median age is 42 for the employed, 41 for the underemployed, and 64 for nonworkers. About 60 percent of the employed and underemployed are white compared to 63 percent of nonworkers; Hispanics are a very small portion of respondents.

Seven percent of the employed and 6 percent of the underemployed do not hold a high school diploma or equivalent, compared to 17 percent of nonworkers. An impressive 41 percent employed and 32 percent of the underemployed hold bachelor's or higher degrees; eight percent of nonworkers do. At 88,300-strong, the Jefferson WIAA clearly has a very large and well-educated labor pool that is willing to commute and is seeking higher wage work.

Table J2. Underemployment Survey Results, Jefferson Region (Percent)

General		Employed	Underemployed
1. Percent of adults that are working full-time		77.6	69.2
2. Percent of part-timers who would like to work full-time		23.8	36.8
3. Percent of workers with more than one job		8.7	5.1
4. Average commute time (one-way)	Less than 20 minutes	53.0	53.8
	20 to 40 minutes	35.4	35.9
	40 minutes to an hour	7.2	6.4
	More than an hour	0.9	2.6
5. Commute distance	Less than 10 miles	40.6	33.3
	10 to 25 miles	39.1	44.9
	25 to 45 miles	12.2	12.8
	More than 45 miles	3.2	5.1
6. Occupation	Farmer/Farming/Hunting/Fishing	0.9	1.3
	Manager/Teacher/Professional	20.3	25.6
	Administrative Support/Clerical	15.4	14.1
	Laborer	4.9	5.1
	Technician/Machine Operator/Assembler/Inspector	6.4	3.8
	Transportation Operator	0.9	1.3
	Retail/Wholesale Salesperson	7.0	11.5
	Police/Army	0.3	0.0
	Mechanic/Repairer	0.3	0.0
	Doctor/Vet	0.9	0.0
	Nurse	6.1	5.1
	Hotel/Restaurant/House Help	3.8	2.6
	Student	0.3	1.3
	Others	32.2	26.9
7. Years at current/primary job	Less than a year	11.6	12.8
	1 to 3 years	12.2	12.8
	3 to 5 years	10.1	5.1
	5 to 10 years	16.2	20.5
	10 to 20 years	25.5	23.1
	More than 20 years	24.1	24.4
8. Industry	Manufacturing	5.5	6.4
	Mining	0.6	2.6
	Construction	6.4	3.8
	Wholesale or Retail Trade	7.5	15.4
	Financer, Insurance or Real Estate	7.0	6.4
	Local Government	5.5	5.1
	State Government	3.8	1.3
	Federal Government	2.3	1.3
	Transportation, Communication or Public Utilities	6.7	6.4
	Farming, Hunting, Fishing, Landscaping, or Other Agricultural	0.9	2.6
	Services for Healthcare, Business, Hotel, Restaurant, Household	36.8	29.5
9. Monthly wages	Less than \$500	4.3	10.3
	\$500 up to \$1,000	9.0	11.5
	\$1,000 up to \$2,000	22.3	32.1
	\$2,000 up to \$3,000	20.9	17.9
	\$3,000 up to \$4,000	7.0	2.6
	\$4,000 up to \$6,000	9.9	9.0
	More than \$6,000	8.1	9.0

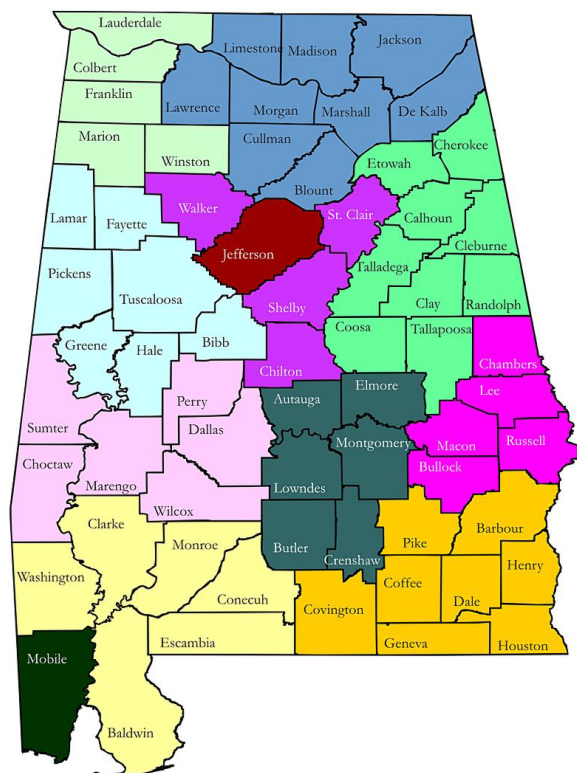
Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table J2. Underemployment Survey Results, Jefferson Region (Percent, continued)

Job Fitness		Employed	Underemployed	
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		84.3	74.4	
11. <i>Percent of workers who believe they are qualified for a better job</i>		65.5	89.7	
Reasons:	Education and training	80.5	84.3	
	Skills	81.0	77.1	
	Experience	85.0	84.3	
12. <i>Additional income for which workers would leave current job</i>				
	0 to 5 more	6.1	10.3	
	5 to 15 more	23.8	26.9	
	15 to 30 more	28.4	32.1	
	30 to 50 more	10.4	9.0	
	More than 50 more	7.2	3.8	
	*** Would not leave current job	22.3	16.7	
13. <i>Additional commute for such a new job</i>				
	0 to 10 miles	33.2	23.1	
	10 to 20 miles	26.9	27.7	
	more than 20 miles	35.1	44.6	
14. <i>Additional one-way commute time for this job</i>				
	0 to 10 minutes	26.1	20.0	
	10 to 20 minutes	30.6	32.3	
	more than 20 minutes	38.8	43.1	
15. <i>Percent of workers who sought better job in past three months</i>		22.8	35.4	
16. <i>Percent of workers who say they are currently underemployed</i>		22.5	100.0	
17. <i>Reasons respondents give for being</i>		Underemployed	Nonworkers	
	Lack of job opportunities in their area	30.8	8.5	
	Low wages at the available jobs	35.9	6.7	
	Live too far from jobs	12.8	2.4	
	In school or undergoing training	9.0	4.5	
	Spouse or partner has a really good job	14.1	7.9	
	Retired or because of social security limitations	3.8	28.2	
	Disability or other health concerns	6.4	33.3	
	Child care responsibilities	20.5	9.7	
	Care of someone other than a child	7.7	6.4	
	Other family or personal obligations	23.1	6.7	
Respondent Characteristics		Employed	Nonworkers	Underemployed
18. <i>Married Respondents</i>		56.5	48.0	53.8
19. <i>Sex</i>	Female	60.9	72.8	57.7
	Male	39.1	27.2	42.3
20. <i>Median age</i>		42	64	41
21. <i>Ethnicity</i>				
	Hispanic	2.0	0.6	1.3
21b. <i>Race</i>	White	59.7	63.1	60.3
	African-American or other ethnicity group	38.6	35.6	39.7
22. <i>Last grade of school completed</i>				
	Some high school or less but no diploma	7.2	16.9	6.4
	High School or GED	21.7	37.8	20.5
	Some college, no degree	19.4	16.0	26.9
	Jr. College/trade school/associate degree	10.1	5.7	14.1
	4-year college graduate/BA	25.5	13.9	19.2
	Postgraduate/Masters	15.7	7.9	12.8

Note: Rounding errors may be present.

Underemployment in Workforce Investment Advisory Area, Mobile Region



Underemployment in Workforce Investment Advisory Area, Mobile Region

The area's underemployment rate of 24.6 percent is just above the state's 24 percent (Table M1). Based on December 2004 labor force information, this means that about 46,800 employed residents were underemployed. Adding the unemployed gives a total available labor pool of about 57,100 for the area. This pool is almost six times the number of unemployed and is more realistic as a measure of the available labor in the area. However, prospective employers must be able to offer the underemployed higher wages, better benefits or terms of employment, or some other incentives to induce them to change jobs. The higher underemployment rate gives the region 9.5 percent of the state's underemployed although it has 9.2 percent of the state's workers.

Table M1. Mobile Region Underemployed

	<u>Alabama</u>	<u>Mobile</u>
Labor force	2,170,500	200,600
Employed	2,061,500	190,300
Underemployment rate	24.0	24.6
Number of underemployed workers	494,760	46,814
Unemployed	109,000	10,300
Available labor pool	603,760	57,114

Note: Rounding errors may be present. Based on December 2004 labor force data.

Source: Center for Business and Economic Research, The University of Alabama; Alabama Department of Industrial Relations; U.S. Bureau of Labor Statistics.

Underemployment Survey Results

The Mobile WIAA underemployment rate is applied to the number of employed residents to get the number of underemployed workers in Table M1. The detailed underemployment survey results are shown in Table M2. About 73 percent of employed area residents work full-time, with 8 percent holding more than one job. Twenty-seven percent of part-time workers would like full-time jobs. Fifty-nine percent of the employed have less than a 20-minute one-way commute, but 7.5 percent take more than 40 minutes, and 3.4 percent drive more than an hour to work. The one-way commute is less than 10 miles for 47 percent of the employed. Almost 16 percent have more than 25 miles to travel and 6 percent exceed 45 miles. Almost 49 percent have been in their current jobs for 10 years or more and 29 percent have more than 20 years job tenure. The median monthly wage is between \$1,000 and \$2,000, but toward the upper end.

Of the employed, 89 percent claim their jobs fit well with their education, training, skills, and experience, but 64 percent believe they are qualified for a better job. A fifth have sought better jobs in the preceding three months. Twenty-nine percent would leave their current jobs if offered up to 15 percent higher income, with 8 percent willing to accept 5 percent higher income. About 40 percent will leave for more than 15 percent higher wages; 6.7 percent need more than a 50 percent salary increase. Thirty-two percent are ready to increase their one-way commute by up to 10 miles for the new higher-paying job, but 37 percent are willing to drive additional 20 miles or more. For

this new job, 49 percent will increase the one-way commute by more than 20 minutes while 22 percent will not consider adding more than 10 minutes.

Among the underemployed, a much lower 56 percent are full-time, 8 percent have more than one job, and 38 percent of part-time workers would like to work full-time. About 58 percent have less than a 20-minute one-way commute, but 17 percent take more than 40 minutes, and 1.5 percent drive more than an hour to work. The one-way commute is less than 10 miles for 44 percent of the underemployed, almost 14 percent travel more than 25 miles, and 3 percent exceed 45 miles. Fewer underemployed have been in their current jobs for 10 or more years (38 percent) compared to the employed (49 percent), and 21 percent have more than 20 years tenure (29 percent for the employed). The median monthly wage is between \$1,000 and \$2,000 but more underemployed receive less than \$2,000 a month compared to all employed.

The distribution across occupations is somewhat similar for both employed and underemployed, but there are many more retail/wholesale salespersons and fewer managers/teachers/professionals among the underemployed. About 28 percent of the underemployed are in managerial or professional, administrative support, and technician occupations; almost 39 percent of the employed are in these occupations. Not a single doctor or veterinarian claimed to be underemployed. The underemployed are overrepresented in the retail and wholesale trade sector and underrepresented in the federal government sector.

About 77 percent of the underemployed say their jobs fit well with their education, training, skills, and experience. However, 83 percent believe they are qualified for a better job and almost 43 percent have sought better jobs in the preceding three months. Forty-four percent would leave current job for up to 15 percent higher income—8 percent will accept a 5 percent increase. About 41 percent will leave for more than 15 percent higher wages, with 10.6 percent wanting more than 50 percent higher wages. Thirty-two percent are willing to increase their one-way commute by up to 10 miles for the new higher-paying job, but 38 percent are prepared to drive additional 20 miles or more. For this new job, about 55 percent will increase the one-way commute by more than 20 minutes while 21 percent will not consider adding more than 10 minutes.

Of the 576 respondents, 268 or 47 percent work. The main reasons respondents gave for being underemployed are lack of job opportunities, low wages at available jobs, child care responsibilities, and other family or personal obligations. For nonworkers the primary reasons are disability or other health concerns and retirement or social security limitations. Fifty-nine percent of employed respondents are married, compared to 49 percent of nonworkers and of the underemployed. Men made up 46 percent of employed respondents, 26 percent of nonworkers, and 33 percent of the underemployed. The median age is 43 for the employed, 41 for the underemployed, and 62 for nonworkers. More than 67 percent of the employed and nonworkers are white, compared to 59 percent of the underemployed. Hispanics are a very small portion of respondents.

Nine percent of all employed and 5 percent of the underemployed do not hold a high school diploma or equivalent, compared to 21 percent of nonworkers. Twenty-nine percent employed and 23 percent underemployed hold bachelor's or higher degrees; 15 percent of nonworkers do. Clearly, there is a large (57,100-strong) educated labor pool in the Mobile WIAA that is willing to commute and seeking work.

Table M2. Underemployment Survey Results, Mobile Region (Percent)

General		Employed	Underemployed
1. Percent of adults that are working full-time		72.8	56.2
2. Percent of part-timers who would like to work full-time		27.1	37.5
3. Percent of workers with more than one job		8.2	7.6
4. Average commute time (one-way)	Less than 20 minutes	59.3	57.6
	20 to 40 minutes	27.6	27.2
	40 minutes to an hour	4.1	10.7
	More than an hour	3.4	1.5
5. Commute distance	Less than 10 miles	47.0	43.9
	10 to 25 miles	33.2	36.4
	25 to 45 miles	9.3	10.6
	More than 45 miles	6.3	3.0
6. Occupation	Farmer/Farming/Hunting/Fishing	0.7	1.5
	Manager/Teacher/Professional	16.8	9.1
	Administrative Support/Clerical	10.8	10.6
	Laborer	2.6	1.5
	Technician/Machine Operator/Assembler/Inspector	10.1	9.1
	Transportation Operator	2.2	3.0
	Retail/Wholesale Salesperson	7.8	15.2
	Police/Army	1.1	1.5
	Mechanic/Repairer	1.1	1.5
	Doctor/Vet	1.1	0.0
	Nurse	5.6	7.6
	Hotel/Restaurant/House Help	7.8	10.6
	Student	0.4	1.5
	Others	31.3	27.3
7. Years at current/primary job	Less than a year	14.2	21.2
	1 to 3 years	9.7	10.6
	3 to 5 years	11.2	15.2
	5 to 10 years	15.7	15.2
	10 to 20 years	20.1	16.7
	More than 20 years	28.7	21.2
8. Industry	Manufacturing	4.9	4.5
	Mining	0.0	0.0
	Construction	5.2	3.0
	Wholesale or Retail Trade	8.6	13.6
	Financer, Insurance or Real Estate	4.5	4.5
	Local Government	3.0	4.5
	State Government	6.0	4.5
	Federal Government	4.5	1.5
	Transportation, Communication or Public Utilities	6.7	7.6
	Farming, Hunting, Fishing, Landscaping, or Other Agricultural	2.6	1.5
	Services for Healthcare, Business, Hotel, Restaurant, Household	37.7	36.4
9. Monthly wages	Less than \$500	4.1	10.6
	\$500 up to \$1,000	13.4	22.7
	\$1,000 up to \$2,000	25.3	22.7
	\$2,000 up to \$3,000	18.3	18.2
	\$3,000 up to \$4,000	9.5	13.6
	\$4,000 up to \$6,000	6.4	4.5
	More than \$6,000	5.9	4.5

Note: Rounding errors may be present. Responses to the questions on occupation and industry should only be used for making comparisons between the employed and the underemployed and not for indicating worker distribution by occupation or industry.

Table M2. Underemployment Survey Results, Mobile Region (Percent, continued)

Job Fitness		Employed	Underemployed	
10. <i>Percent of workers whose current job fits well with their education and training, skills, and experience</i>		88.8	77.3	
11. <i>Percent of workers who believe they are qualified for a better job</i>		63.8	83.3	
Reasons:	Education and training	80.7	83.6	
	Skills	78.4	80.0	
	Experience	81.9	81.8	
12. <i>Additional income for which workers would leave current job</i>				
	0 to 5 more	8.2	7.6	
	5 to 15 more	20.1	36.4	
	15 to 30 more	22.8	22.7	
	30 to 50 more	10.1	10.6	
	More than 50 more	6.7	7.6	
	*** Would not leave current job	31.0	15.2	
13. <i>Additional commute for such a new job</i>				
	0 to 10 miles	31.9	32.1	
	10 to 20 miles	25.4	25.0	
	more than 20 miles	36.8	37.5	
14. <i>Additional one-way commute time for this job</i>				
	0 to 10 minutes	22.2	21.4	
	10 to 20 minutes	24.9	21.4	
	more than 20 minutes	48.6	55.4	
15. <i>Percent of workers who sought better job in past three months</i>		21.1	42.9	
16. <i>Percent of workers who say they are currently underemployed</i>		24.6	100.0	
17. <i>Reasons respondents give for being</i>		Underemployed	Nonworkers	
	Lack of job opportunities in their area	47.0	9.4	
	Low wages at the available jobs	43.9	6.8	
	Live too far from jobs	12.1	3.9	
	In school or undergoing training	13.6	4.2	
	Spouse or partner has a really good job	13.6	13.0	
	Retired or because of social security limitations	10.6	20.5	
	Disability or other health concerns	9.1	28.9	
	Child care responsibilities	25.8	9.4	
	Care of someone other than a child	6.1	5.8	
	Other family or personal obligations	24.2	6.2	
Respondent Characteristics		Employed	Nonworkers	Underemployed
18. <i>Married Respondents</i>		59.3	49.4	48.5
19. <i>Sex</i>	Female	54.5	73.4	66.7
	Male	45.5	26.3	33.3
20. <i>Median Age</i>		43	62	41
21. <i>Ethnicity</i>				
	Hispanic	1.9	1.0	0.0
21b. <i>Race</i>	White	67.2	67.2	59.1
	African-American or other ethnicity group	31.8	30.8	40.9
22. <i>Last grade of school completed</i>				
	Some high school or less but no diploma	9.3	20.8	4.5
	High School or GED	28.4	42.9	30.3
	Some college, no degree	19.8	17.2	19.7
	Jr. College/trade school/associate degree	12.3	4.5	22.7
	4-year college graduate/BA	19.0	10.7	12.1
	Postgraduate/Masters	10.4	3.6	10.6

Note: Rounding errors may be present.